



KAMBALA STRATEGIC PLAN 2024 – 2027



Instilling unwavering courage and curiosity
to educate women of ambition, integrity
and consequence.



REMARKABLE IN THE MAKING.

Who We Are

We are a highly aspirational institution that transcends the ordinary with our reputation of outstanding academic results, culture of excellence and emphasis on belonging.

Our contemporary, future-focused curriculum is specifically designed for girls, providing endless opportunities and a holistic learning journey. We educate the whole girl, so she reaches beyond her potential, both academically and personally, and has the confidence, curiosity and courage to become an intentional student of the world.

Kambala creates globally minded citizens where all girls are encouraged to think broadly, cherish humanity and appreciate diversity. Our network with world-leading institutions allows us to collaborate with experts and enhance our International Baccalaureate (IB) offering alongside the NSW Higher School Certificate (HSC).

We attract world-class teachers who are passionate, innovative thought leaders and we invest heavily in their professional development with the Kambala Institute of Teacher Excellence (KITE).

Kambala creates globally minded citizens where all girls are encouraged to think broadly, cherish humanity and appreciate diversity.

Our school is where girls are seen, known and heard. We provide wraparound care to every individual, prioritising respect, fostering inclusion and creating a sense of belonging with our supportive environment. Each Kambala girl is unique, and we celebrate every one of them, nurturing and challenging them to become the best they can be.

We encourage them to take risks with their learning, to rise to challenges and strive for more which is how they lift each other to success. Together, they are girls of greatness with critical thinking, graceful strength, enduring empathy, global awareness and a special bond that sets them up for life.

A Message from The President of School Council

At Kambala we are privileged to be transforming the lives of every girl and young woman in our care. Over 2022-2023 the Council and Executive undertook a rigorous examination and review of organisational culture, programs, practices, and spaces. This journey resulted in Kambala's 2024–2027 Strategic Plan.

This plan consolidates the introduction of our purpose; to instil unwavering courage and curiosity to educate women of ambition, integrity and consequence. The inclusion of “ambition, integrity, and consequence” enriches our mission and our values. Our values of Humanity, Courage, Curiosity, and Respect remain central to Kambala's identity. These values form a powerful foundation for our educational philosophy and provide a framework for the learning environment we create. The actioning of our values has enabled us to truly enact and live them each and every day.

Our strategic priorities are Learning, Leading, Belonging and Stewardship. Through these priorities we will enact our strategic plan ensuring there are measurable and quantifiable.



Ainslie van Onselen
President of School Council

Our values of Humanity, Courage, Curiosity, and Respect remain central to Kambala's identity.

We know that the future for young women leaving school in the next five years is markedly different from five years ago. Kambala must provide transformational learning in a transformational world. This plan sees us continuing to nurture young women who are not only driven to succeed but also possess a strong moral compass and a deep understanding of their impact on the world around them.





STRATEGIC ARCHITECTURE

OUR VALUES

HUMANITY:

We cherish

Inclusively and actively engaging with the world.

COURAGE:

We embrace

Leading boldly, undaunted by challenge, advocating for ourselves and others.

CURIOSITY:

We seek

Perpetually learning and forging our own meaning.

RESPECT:

We honour

Amplifying kindness with faith, empathy and heart.

PURPOSE

Instilling unwavering courage and curiosity to educate women of ambition, integrity and consequence.

MISSION

Kambala's mission is to challenge and nurture every girl to realise her full potential for personal and academic excellence.

We honour our heritage and Anglican traditions whilst creating an environment of innovation and change.

As a community we embrace diversity, foster inclusion and celebrate our capacity to make a difference in the world.

STRATEGIC PRIORITIES



LEARNING:

We will engage our learners in a future-focused curriculum that fosters life-long curiosity and wellness designed with girls in mind.



LEADING:

We will amplify Kambala's position as a leading girls' school that prioritises growth, innovation and leadership in our staff.



BELONGING:

We will foster connection, inclusion, support and collaboration throughout our Kambala community.



STEWARDSHIP:

We will provide judicious governance to ensure that Kambala continues to thrive as a leading girls' school in Sydney.

The Strategic Plan in Practice

INTRODUCTION:

At the heart of our strategy is the deliberate cultivation and enhancement of the distinctive qualities that define our school. By actively investing in what makes us unique, we not only strengthen our identity but also create an environment that attracts and retains outstanding staff. This dedication to excellence not only enriches the experience for our team but ensures the delivery of the finest care and education to our students. Moreover, it resonates with prospective students and families, igniting their interest and driving enrolments. Through showcasing our exceptional qualities, we create a compelling narrative that inspires both staff and students alike to be part of our vibrant community.





LEARNING:

We will engage our learners in a future-focused curriculum that fosters life-long curiosity and wellness designed with girls in mind.



- By creating a learning environment rich in intellectual rigour and challenge we will foster a readiness in our students to thrive in a dynamic world.
- By delivering a comprehensive and responsive wellbeing agenda we will graduate courageous and resilient young women with personal agency.
- By inspiring girls to become confident and ethical leaders we will build their capacity to contribute positively to the world.
- By offering depth and scope beyond the formal curriculum we will enable girls to explore their interests, pursue their passions and deepen their learning.

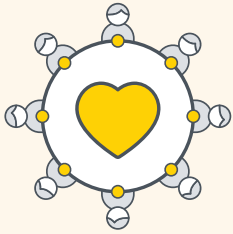


LEADING:

We will amplify Kambala's position as a leading girls' school that prioritises growth, innovation and leadership in our staff.

- By providing world class opportunities for professional growth we will foster expert faculty to deliver transformational and innovative pedagogy.
- Through generating and implementing research informed practice we will expand our role and expertise as thought leaders on girls' education.
- By investing in the growth and development of our leaders we will nurture a professional culture based on trust, respect and collaboration.
- By implementing an evidence informed approach to support staff professional wellbeing we will enable our people to grow and flourish.





BELONGING:

We will foster connection, inclusion, support and collaboration throughout our Kambala community.

- By amplifying the unique qualities of a Kambala education we will ensure our community is connected, engaged and committed.
- By deepening our relationships with our community we will build opportunities for the school.
- By nurturing future families we will ensure Kambala remains a school of choice.
- By cultivating a culture of philanthropy we will ensure Kambala's future prosperity.





STEWARDSHIP:

We will provide judicious governance to ensure that Kambala continues to thrive as a leading girls' school in Sydney.

- By ensuring high quality contemporary governance we will prioritise sustainable fiscal management.
- By investing in premium facilities we will ensure we will support the requirements of a changing educational, digital and pastoral landscape.
- By streamlining processes and integrating systems we will improve the School's operational efficiency and effectiveness.
- By providing an environment that attracts, supports and retains exceptional staff we will be an employer of choice.





2024 WENTWORTH PREFECT



2021 FPS NATIONALS
2022 DRAMA PRODUCTION
2022 FPS INTERNATIONAL
2021 FPS MAGIC
2021 WATERPOLO
2021 DRAMA
WIND ORCHESTRA
2021 SYMPHONIC WIND ORCHESTRA
JOYCE GIBBONS
CERT BAND
AMBALA
MESTRA
SYMPHONIC ORCHESTRA

Remarkable in the making.

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