

# Strategic Plan

2026 - 2028





Our job, in partnership with families, is to enable students to answer the questions, *who am I?* and *how can I be me?* in ways that will shape their journey to adulthood.

# Laying the foundation

In a rapidly changing world, NBCS students can look ahead with confidence and hope. While we cannot predict the future, we can prepare our students for it.

We want our students to leave NBCS with things that matter: Values, Effort, Learning, Character, Relationships and Opportunities (VELCRO).

We believe that together, these things will equip them to make their way in the world.

Our job, in partnership with families, is to enable students to answer the questions, “who am I?” and “how can I be me?” in ways that will shape their journey to adulthood.

Our hope is that together we can build an enriching school community that inspires a love of learning and the growth of our students. We have high expectations of our students and provide them with the support they need to meet them. We expect much because they are capable of much.

Our aim is to shape a culture that brings out the best in our students – in their learning, in their character, in the opportunities they take, the friendships they make, and in understanding the message of the God who loves them.





# Our Vision

## LOVE LEARNING

The focus of our love determines who we are and who we become. Working with families, NBCS aims to shape the loves of its students – love of learning, love of others and love of God.

With an emphasis on formation, transformation, and information, we are intent on helping to shape the whole person. When students love learning, they make the most of opportunities, they give their best, and they flourish, even in the face of the challenges that may come their way.

# Love Learning



# Our Mission

## EXCELLENCE IN EDUCATION, CHRISTIANITY IN ACTION

We trust our students will pursue wisdom and develop character within a supportive Christian community. Our aim is for students to explore and extend their potential in healthy and productive ways.

We want our students to know that they are loved by God and by the community around them. We celebrate with them in their successes and support them in their challenges.





# Our Values

## GRATITUDE, RESPECT, COURAGE, COMPASSION, COMMITMENT

Our values reflect who we are. In community, we teach them and seek to live them out. They guide our strategy and our decision making.



### GRATITUDE

A thankful heart creates a healthy mindset, guards against entitlement, and allows us to appreciate and embrace the world. Gratitude helps us to be joyful, to enjoy the good, to celebrate, while keeping our sights on what is ahead, with hope and purpose.

*Rejoice always, pray continually, give thanks in all circumstances; for this is God's will for you in Christ Jesus.*

**Thessalonians 5:16-18**



### RESPECT

When we affirm the value of another person, listen to them, and consider their needs, we show respect, we build trust and a deeper sense of belonging. Respect creates a more resilient, connected community.

*So, in everything, do to others what you would have them do to you.*

**Matthew 7:12**



### COURAGE

Determination and perseverance are attributes that enable us to navigate challenges with a sense of resolve and optimism. Courage enables us to face and come through adversity with greater depth of character and understanding of self.

*Be strong and courageous. Do not be afraid or terrified because of them, for the Lord your God goes with you; he will never leave you nor forsake you.*

**Deuteronomy 31:6**



### COMPASSION

We must look beyond ourselves. We seek opportunities to use our God-given talents and resources to make a difference. Compassion walks alongside others in their struggles, helps carry burdens, sheds light in dark places, heals hurts, and shows the heart of God.

*Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.*

**Ephesians 4:32**



### COMMITMENT

We work hard and give our best. Commitment means we see things through; it means we do what we say. We are reliable, diligent, and engaged, knowing that our effort and application make a difference.

*Whatever you do, work at it with all your heart as working for the Lord.*

**Colossians 3:23**

# Our Strategic Priorities

1

## ACADEMIC

Pursuing and celebrating growth and excellence

2

## CHRISTIAN

Living and sharing the beauty of faith in Jesus

5

## STAFF

Engaging and developing talented Christian staff

3

## WELLBEING

Nurturing and equipping for life

6

## INFRASTRUCTURE

Inspiring and invigorating learning

4

## CO-CURRICULAR

Broadening opportunities and enriching lives

7

## COMMUNITY

Connecting and growing, together



1

# Academic

## PURSUING AND CELEBRATING GROWTH AND EXCELLENCE

We value learning as the ability to make sense of the world. We do this by connecting the unknown to the known, thereby expanding our knowledge base. The more we know, the easier it becomes to interpret new and different information and develop an understanding of the patterns of life.

We recognise that academic excellence will look different for every student, but our belief is that everyone can achieve excellence at NBCS. Learning is at its best in a culture of high expectations and strong support, celebrating progress and valuing academic excellence in the context of each student's personal best.

We value the breadth and depth that exists within the NSW curriculum, and provide meaningful pathways to support, challenge and enrich learning throughout each course and stage. Our approach to teaching and learning is centred on evidence, with explicit instruction, feedback, and scaffolding pivotal to thought, the development of memory, and progression toward mastery.

### PRIORITIES

- Apply the NBCS Teaching and Learning Framework for clarity and consistency to support, guide, and extend all students using evidence-informed approaches shaped by how students learn.
- Provide meaningful pathways, opportunities and progression within and beyond learning areas from Pre-K to the HSC, using our knowledge-rich curriculum, with a continued focus on literacy and numeracy and intentional support across transitions in each student's learning.
- Support students to develop cognition, self-regulation and approaches to learning to enhance their capacity to think and communicate. We value the process of thinking, the relationship between cognitive load theory, memory, and the development of mastery.
- Use data to analyse, direct and refine teaching and learning practices, intervention, and the celebration of effort, growth, and excellence. Regular feedback and assessment foster a culture that pursues and values effort, growth and excellence.

2

# Christian

## LIVING AND SHARING THE BEAUTY OF FAITH IN JESUS

Our aim is for students to understand the Christian message of truth, dignity, grace, forgiveness, and hope. We believe in the good news of Jesus' life, death and resurrection and we celebrate that we can be reconciled to Him.

NBCS strives to honour students and families as they explore and form their own beliefs. We want students to leave with open hearts as their faith journey continues. Our staff seek to live and share the beauty of faith in Jesus. We do this to serve and contribute to God's good world.

### PRIORITIES

- Continue to build visible, voluntary Christian groups where students grow in the depth of relationship with God and others and are comfortable to explore and express their beliefs.
- Create a canon of student service opportunities as an outworking of faith in Jesus. Strengthen partnerships with organisations and churches, making clear connections between faith and service.
- Extend opportunities for parents and families to engage with the Christian faith.
- Equip staff pedagogically and theologically to share their faith.
- Strengthen Primary Chaplaincy and Christian Studies programs so students can understand and express the Christian message and key biblical concepts.

3

# Wellbeing

## NURTURING AND EQUIPPING FOR LIFE

We are steadfastly committed to supporting the wellbeing and positive behaviour of our students. We work in partnership with families to know, understand and guide students to develop resilient and adaptive responses to life's challenges.

Our goal is for every student to grow in social and emotional maturity, be grounded in values that enable them to thrive, and actively seek opportunities to serve the community.

### PRIORITIES

- Strengthen and embed the NBCS Wellbeing Framework (Pre-K – 12) and the UR Strong program (Pre-K – 6) in student life and experience.
- Support students to face challenge through a strengths-based approach that understands and fosters student capacity.
- Develop and support students' character and the values of gratitude, respect, courage, compassion, and commitment.
- Promote learning and positive behaviour through high expectations. In Primary, student engagement and positive behaviour is anchored in the Be Safe, Be Respectful, Be a Learner

approach. In Secondary, student engagement is anchored in the CLEAR Positive Behaviour for Learning approach — Concentrate, Listen, Engage, Ask and Answer questions, Respect.

- Equip students to navigate challenges through explicitly teaching responsible decision making, self-management, self-awareness, social awareness and relationship skills.
- Partner with families through high-quality seminars and programs that equip parents with strategies to navigate raising children, thereby enhancing wellbeing and family life.



4

# Co-curricular

## BROADENING OPPORTUNITIES AND ENRICHING LIVES

We cultivate a vibrant school culture where students can thrive, and lives are enriched. Learning extends beyond the classroom.

Our co-curricular program is a vital expression of our commitment to the development of the whole child. Rooted in our values, programs help students to explore their gifts, passions and opportunities.

Activities provide students with opportunities to build character and confidence and contribute meaningfully to their community. Co-curricular pathways will reflect student interests and challenge them to grow. We foster participation and celebrate collective and individual achievements.

### PRIORITIES

- Promote and communicate co-curricular offerings, showing their purpose, benefits, and links to curriculum.
- Enhance, refine and expand our program for quality, variety, and participation.
- Develop student leadership by providing authentic opportunities for responsibility, initiative, and personal growth.
- Foster a positive staff culture within co-curricular to strengthen engagement and sustainability.

- Leverage alumni involvement to strengthen pathways for ongoing connection to our community through coaching, guest speaking, mentoring and employment.





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# Staff

## ENGAGING AND DEVELOPING TALENTED CHRISTIAN STAFF

Exceptional staff make exceptional schools. Developing all staff, teaching and operational, is an ongoing priority. The appointment and development of quality staff who share a commitment to learning and the Christian faith enables us to enact our vision, Love Learning, through excellent teaching and the effective running of the school. Together, we maintain and strengthen our learning culture and improve outcomes for all.

### PRIORITIES

- Remain an employer of choice, evidenced by strong supply of quality Christian applicants and high staff retention:
- Continue strategic workforce planning to actively address staffing needs, optimising the current staffing pipeline, anticipating requirements.
- Enhance the Professional Learning Framework to ensure strong alignment with the school's strategic direction and vision and respond to emerging educational trends and regulatory requirements.
- Foster a culture of continual professional growth by providing staff with opportunities that support learning, feedback and career development.
- Deliver targeted induction and ongoing support for new staff, fostering connection, building confidence, and enabling meaningful contribution.
- Develop and embed a Staff Wellbeing Framework designed to strengthen individual and collective capacity, resilience, and access to supportive resources.
- Cultivate a culture of recognition by actively affirming, celebrating, and valuing staff through formal initiatives and informal everyday practices.

6

# Infrastructure

## INSPIRING AND INVIGORATING LEARNING

Infrastructure exists to help bring our Vision and Mission to fruition. Our award-winning campus reflects the balance between form and function. The natural and built environment, together with technology, enhances learning, sustainably meeting the needs and supporting the work of students and teachers.

### PRIORITIES

- Complete and implement the Site Masterplan.
- Enhance the campus through development and maintenance that inspires *Love Learning*.
- Expand and diversify facilities to meet the needs of our community, ensuring alignment between development and desired outcomes.
- Strengthen business continuity infrastructure by investing in systems that mitigate risk.
- Advance environmental sustainability in awareness and practice.



# Community

## CONNECTING AND GROWING, TOGETHER

Community is developed through connection, belonging, and shared purpose. We want every student, staff member and family to be known, supported, and engaged within our community.

By fostering respectful relationships, meaningful partnerships, and authentic experiences, we create a culture where everyone can contribute and grow. Together, we are shaping active, informed individuals who understand their impact, care for others, and help our school and community to flourish.

### PRIORITIES

- Build connections to strengthen belonging and shared purpose.
- Develop a strong and connected staff community.
- Foster meaningful and authentic partnerships with parents through family-focused events.
- Engage within and beyond our community in showcasing student capacity, involvement and learning.
- Create opportunities, programs and spaces to connect past, present and future elements of our community.



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*Our Vision*

LOVE LEARNING

*Our Mission*

EXCELLENCE IN EDUCATION,  
CHRISTIANITY IN ACTION

*Our Values*



GRATITUDE



RESPECT



COURAGE



COMPASSION



COMMITMENT

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