



MLC
SCHOOL

STRATEGY 2025 - 2027

Building on our
*140-year legacy of
excellence in
girls' education.*



As we approach 2027, we are
dedicated to equipping girls with
the knowledge and skills to shine
as daughters of the light.

Our Strategy 2025–2027 is comprised of three chapters.

OUR INTENT

Our Aspiration for the School and its benefits for the girls.



FOCUS AREAS

The Focus Areas that will drive results.



OUR DIFFERENCE

What has always been distinctive about MLC School – now into the future.



Our
INTENT

The MLC School girl is
at the heart of everything we do.

VALUES

Courage

Compassion

Respect

Growth

MISSION

MLC School's mission is to educate and inspire young women to be fearless thinkers with moral courage and compassion and to be agents of change in their own lives and the lives of others.



VISION

To be renowned as a *leading school* for girls.



GRADUATE ATTRIBUTES

The success of the Mission and Vision is best seen in what we want for every student: to grow into the MLC School Graduate Attributes.

As each girl graduates, she will be...



Focus **AREAS**

These Focus Areas will be informed and supported by:

- Our expertise in girls' education
- Data insights
- Research and innovation

GOALS 2025 - 2027

- To engender an academic environment that empowers and motivates every girl to achieve her personal best.
- To cultivate the spiritual life of each girl, underpinned by Christian values and a commitment to service, justice and compassion towards others.
- To provide a supportive, caring environment where every girl is known and feels a sense of belonging and connection throughout her MLC School journey.
- To provide rich co-curricular and service opportunities, that challenge and inspire girls while fostering a sense of belonging and connectedness.
- To ensure all staff have opportunities and support to flourish professionally, inspired by their passion for the education of girls.
- To build genuine relationships based on the pride, sense of belonging, and connection within the MLC School community, thereby advancing the School's Mission and Vision.
- To ensure the ongoing success of the School through wise use of resources and thoughtful planning which meets the needs of current students while securing a strong, enduring future.

FOCUS AREA 1

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To engender an academic environment that empowers and motivates every girl to achieve her personal best.

- Work with teaching staff to define and embed the agreed MLC School approaches to Learning and Teaching to ensure that there is consistent, high quality classroom practice across the School.
- Where appropriate, continue to integrate new technologies into our classrooms using current research to determine where technologies can enhance learning.
- Foster and extend our partnerships with universities, businesses, alumnae networks, and others to create a wide range of learning opportunities for our students.
- Enhance and extend our range of programs for high potential and opportunities for learning enrichment across all stages of learning.
- Continue to invest in personalised learning interventions so that every girl is supported to strive for her personal best.
- Continue to lift the quality and range of student involvement and performance in STEM subjects.

FOCUS AREA 2

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To cultivate the spiritual life of each girl, underpinned by Christian values and a commitment to service, justice, and compassion towards others.

- Provide opportunities for all students to engage with issues of spirituality and faith and reflect on their personal beliefs.
- Support and encourage every girl who wishes to grow in her Christian faith.
- Encourage our students to act for justice, providing them opportunities to connect with and support the vulnerable.
- Work with the Uniting Church to develop contemporary expressions of Christianity relevant to the cultural context of our School.

FOCUS AREA 3

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To provide a supportive, caring environment where every girl is known and feels a sense of belonging and connection throughout her MLC School journey.

- Review and enhance our pastoral care and wellbeing initiatives using evidence-based programs and regular evaluation.
- Explore and pilot ways of using student data to provide deep insights into student opportunities and needs, leading to the seamless provision of enhanced learning, wellbeing, and pastoral support.
- Further refine our pastoral care structures, including daily routines, staff responsibilities and areas of focus and encouraging positive and trusting relationships between students and staff so that all students feel known and cared for.
- Develop systems and practices to encourage and support each girl to reflect on how she is developing in her expression of the School's Graduate Attributes.

FOCUS AREA 4

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To provide rich co-curricular and service opportunities, that challenge and inspire girls while fostering a sense of belonging and connectedness.

- Further develop our rich array of co-curricular activities aimed at developing a feeling of belonging and a range of personal qualities such as confidence, communication, teamwork, and leadership.
- Celebrate our renowned Music program and further promote our other co-curricular activities including Drama, Dance, Debating, STEM, and Public Speaking, capitalising on the planned 2027 opening of the new Performing Arts and Sports Centre (PASC).
- Improve our sports program to ensure that it best meets the needs and aspirations of our students, encouraging participation by all, while also providing high level competition for those who strive to excel.
- Ensure every MLC School student has the opportunity to develop resilience and grow through deliberately designed, developmentally appropriate experiences.
- Continue to build our Service Learning program, partnering with Uniting Church and other agencies, to offer a compelling range of opportunities aligned to our values as a school.

FOCUS AREA 5

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To ensure all staff have opportunities and support to flourish professionally, inspired by their passion for the education of girls.

- Provide all staff with the development, recognition, and employee experience that supports them to achieve their professional best.
- Intentionally attract and retain excellent teachers by providing tailored programs, mentoring, and diverse leadership training within a rich professional learning setting.
- Intentionally attract and retain excellent Professional, Operational and Support Staff (PAOS) by providing tailored programs, mentoring, and diverse leadership training within a rich professional learning setting.
- Actively support a culture and practice of research and innovation, across the staff team, to explore new ideas for the benefit of students, staff, and the School.
- Continue to maintain and improve our safe and healthy workplace.

FOCUS AREA 6

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To build genuine relationships based on the pride, sense of belonging, and connection within the MLC School community, thereby advancing the School's Mission and Vision.

- Maintain and celebrate our strong links and partnerships with parents and carers.
- Develop a vibrant and well-supported philanthropic program, giving community members the opportunity to create a legacy benefiting current and future generations of students.
- Further develop meaningful links with our alumnae network, celebrating their connection to the story of the School and creating opportunities for alumnae to involve themselves in the School in ways that are mutually beneficial.
- Continue our commitment to Indigenous education and fostering mutual understanding and reconciliation with First Nations communities.

FOCUS AREA 7

LEARNING AND TEACHING

SPIRITUAL LIFE

PASTORAL CARE & WELLBEING

CO-CURRICULAR & SERVICE

STAFF

COMMUNITY

STEWARDSHIP

2027 GOAL

To ensure the ongoing success of the School through wise use of resources and thoughtful planning which meets the needs of current students while securing a strong, enduring future.

- Continue to develop the School's physical and digital infrastructure to provide the environment that ensures MLC School remains a great place to learn and work.
- Operate efficiently to underpin school fee value.
- Ensure strong risk and compliance frameworks are in place, governing important areas such as student and staff safety, financial outcomes, data and privacy.
- Enhance our environmental sustainability frameworks, ensuring students, staff and community are actively engaged in our sustainability journey.
- Ensure our students, staff, and reputation are protected from digital threats.

The implementation of our
Focus Areas is informed by
our *distinctive difference*.

Distinctive

DIFFERENCE

Radical and innovative roots have characterised MLC School throughout its life.

The School was founded with a deliberate focus on preparing girls to study at University. The founders emphasised the equal value of academic, music, sports and the arts. We have developed an approach that is true to our past and suited for the present:

- We have maintained and developed a strong expertise in the education of girls.
- While also developing an expertise in the growth and development of the whole student.



From the start, MLC School
has educated and
inspired its students to
dare to be more.

We will remain focused and
adaptable to *meet their evolving
needs and future challenges.*

VISION								To be renowned as a <i>leading</i> school for girls.							
AIM								Our Strategy 2025-2027 aims to build on our 140-year <i>legacy of excellence</i> in girls' education.							
FOCUS AREA		LEARNING AND TEACHING		SPIRITUAL LIFE		PASTORAL CARE AND WELLBEING		CO-CURRICULAR AND SERVICE		STAFF		COMMUNITY		STEWARDSHIP	
2027 GOAL		To engender an academic environment that empowers and motivates every girl to achieve her personal best.		To cultivate the spiritual life of each girl, underpinned by Christian values and a commitment to service, justice, and compassion towards others.		To provide a supportive, caring environment where every girl is known and feels a sense of belonging and connection throughout her MLC School journey.		To provide rich co-curricular and service opportunities, that challenge and inspire girls while fostering a sense of belonging and connectedness.		To ensure all staff have opportunities and support to flourish professionally, inspired by their passion for the education of girls.		To build genuine relationships based on the pride, sense of belonging, and connection within the MLC School community, thereby advancing the School's Mission and Vision.		To ensure the ongoing success of the School through wise use of resources and thoughtful planning which meets the needs of current students while securing a strong, enduring future.	
OUR INTENT								The MLC School girl is at the <i>heart of everything we do</i> .							
VALUES								Courage		Compassion		Respect		Growth	



The MLC School community acknowledges the traditional custodians of the land on which the School is located, the Wangal. They have protected their land, people and culture and sought to educate their young people. We pay our respects to them and their Elders past and present. We also recognise all Aboriginal and Torres Strait Islander people in our community.

MLC School

Wangal Country
Rowley Street, Burwood NSW 2134

(02) 9747 1266

ABN: 84 645 102 325 CRICOS: 02328D
Copyright © 2025 MLC School.