



**KNOX GRAMMAR SCHOOL  
EDUCATION FOR THE FUTURE**



# FUTURE LEARNING

The world is changing. If we are to prepare our students for the next 10, 20, 30, 40 years of their lives beyond Knox, we must change the way we educate our young people.

With this complex future in its sights, Knox aims to nurture lifelong learners who are curious and eager to learn about themselves, one another and the wider world. It is not just about producing better workers, but people who contribute meaningfully to society propelled by a strong sense of purpose and hope for the future.

To be employable and positively contribute to society in the future, young people will need to be problem solvers, creative and critical thinkers and collaborative team players.

This document outlines our plan to prepare the young people who learn at Knox to be ready for the future, whatever it holds. It closely aligns with our Strategic Direction 2018-2022, which is available on the Knox website.

As a School and community, Knox is absolutely committed to innovation, wellbeing and academic excellence in the education of our students so that they are ready to move into the world with courage, faith and confidence.



**Scott James**  
**Headmaster**

# OUR AIMS

At Knox, we are committed to:

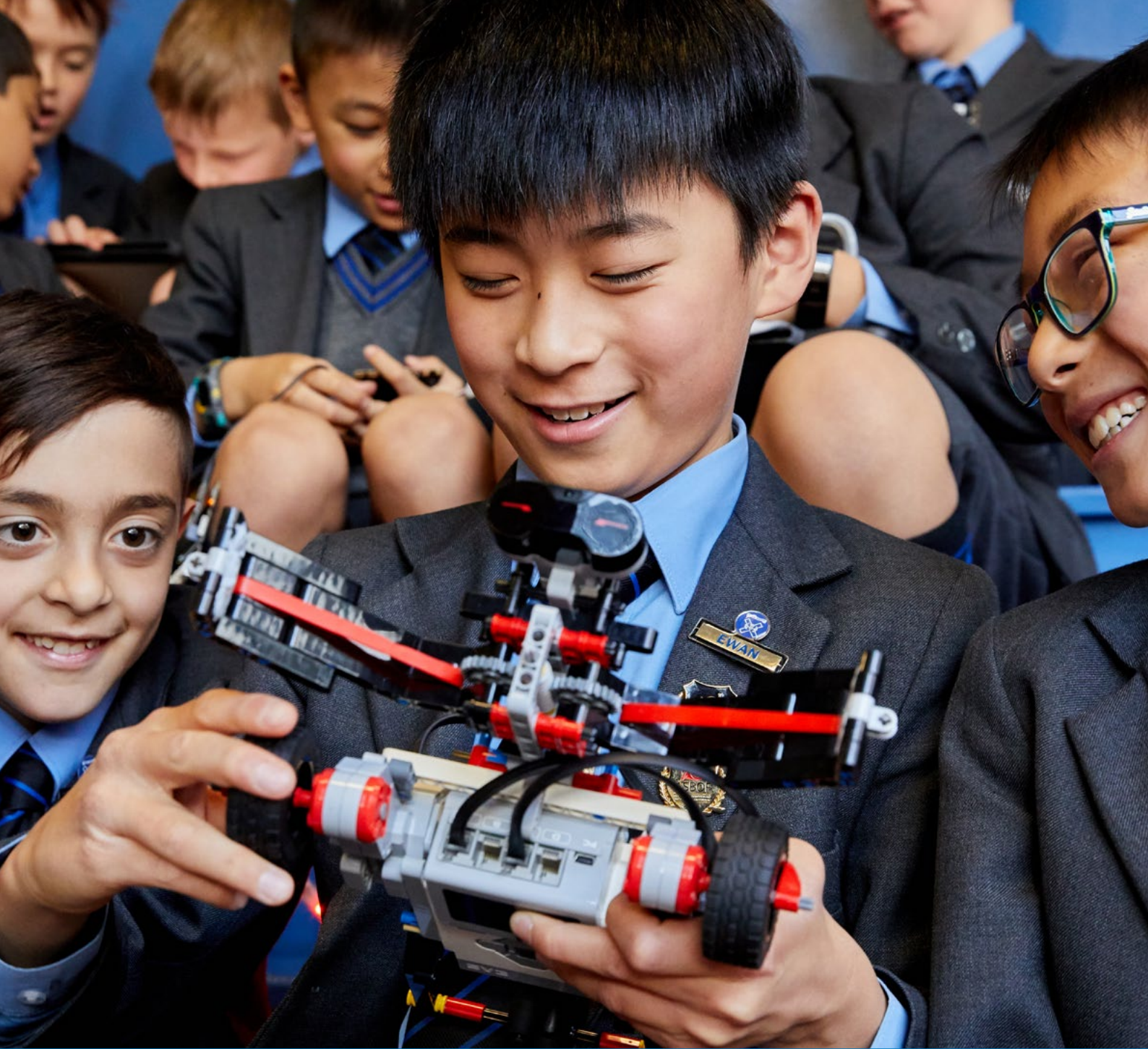
- Supporting the spiritual growth of each student through Uniting Church faith and leadership
- Developing within each student their self-identity and wellbeing by providing a rich diversity of cultural, sporting, academic and service learning experiences so they can explore their passions
- Providing an exciting, challenging and enriching curriculum through which students develop creativity, global competence, academic excellence, critical thinking, problem-solving and leadership skills in a variety of contexts
- Fostering a culture of serving others and making a difference to the lives of others through social justice
- Developing accomplished, well-resourced and inspirational staff who are committed to the students under their care and imbued with a strong ethos of service, professional learning and responsibility
- Creating a safe, caring and inclusive environment that supports an outstanding education for all students
- Maintaining and developing outstanding facilities required to support a high quality education
- Fostering close, authentic relationships with our parents and the wider community
- Developing key partnerships and global connections with alumni, business communities, schools and universities to enrich the education of our students and staff





## OUR EDUCATIONAL PHILOSOPHY

- To encourage each student to take a journey of discovery and exploration through embracing the academic and co-curricular opportunities on offer.
- To build the confidence and character of our students through wide and varied experiences that encourage self-responsibility, challenge thinking and celebrate success.
- To foster within the students a sense of connectedness to the School, their peers and the local and global community through deep inquiry and service learning.
- To place the student at the centre of the education journey and equip them with the tools and skills required to successfully navigate their senior years and life beyond.



## OUR EDUCATIONAL MISSION

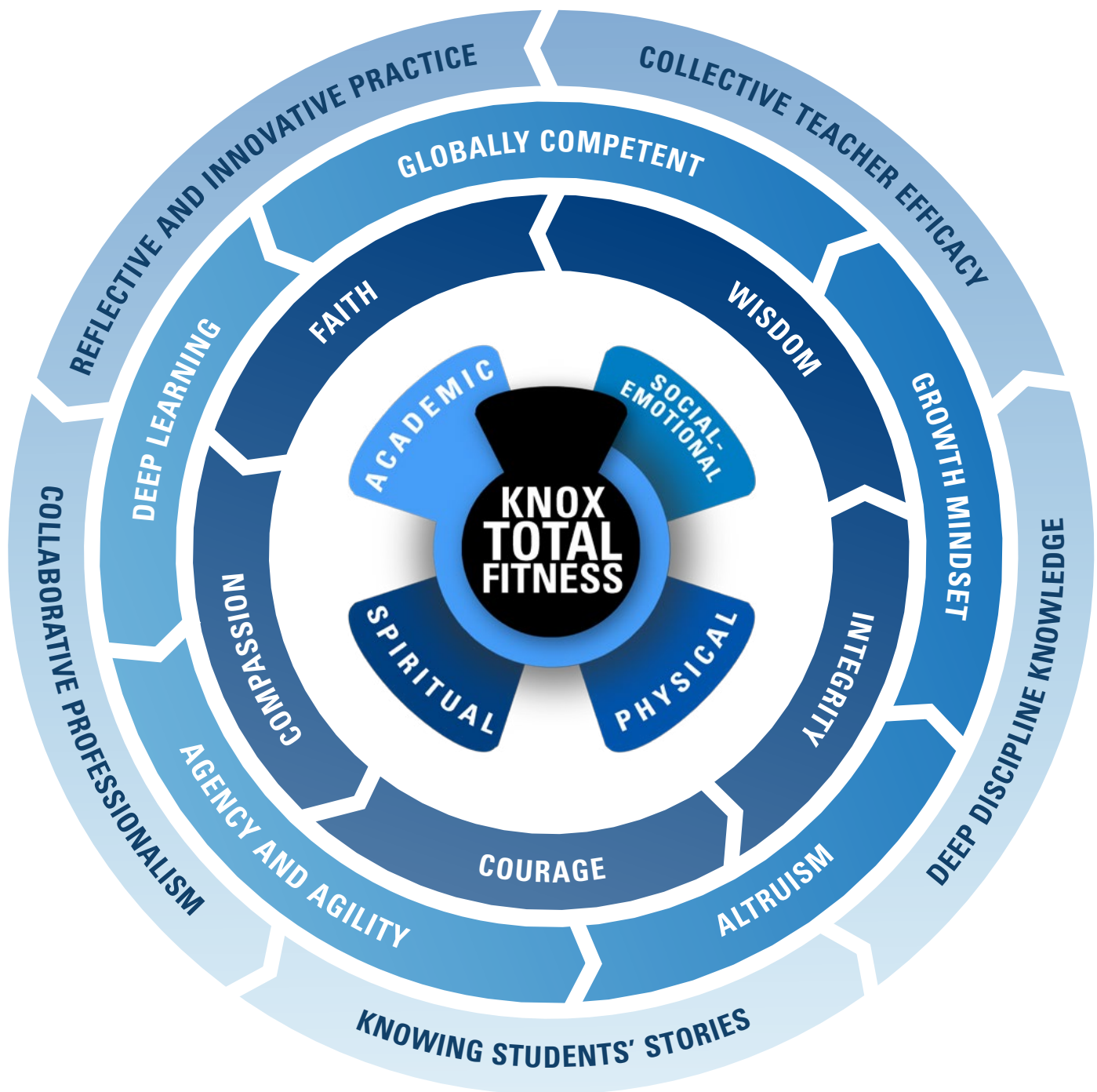
- To empower our students to engage in deep learning and to achieve academic excellence that enables them to demonstrate and utilise the essential skills needed to meet the challenges of a dynamic and complex world.
- To strengthen our students' personal identity, sense of belonging and their propensity to develop meaningful and positive relationships across the School, in the school community and beyond.
- To empower our teachers to embrace innovative pedagogies so they can design learning that is student-centred, engaging and challenges students to achieve their personal best and apply their learning with agility and agency.

# OUR VISION FOR LEARNING

- 1. Achieving deep learning and personal best:** Ensuring that all students are supported to achieve academic excellence in their subjects. Without deep learning and mastery of subject content and global competency, students will not have the courage to take risks, be agile or demonstrate with confidence the skills needed to meet the challenges of a dynamic and complex world.
- 2. Applying the learning:** Providing inter-disciplinary units of work and tasks that require students to connect and apply deep learning across disciplines using design thinking and inquiry-learning to tackle complex and real-world problems.
- 3. Owning the learning:** Supporting students to have the courage and confidence to take responsibility for their learning by setting goals, tracking progress and reflecting on their strengths and areas for improvement.
- 4. Co-designing the learning:** Enabling students to have a voice and choice in their learning and a strong sense of purpose by becoming co-designers of learning.
- 5. Curating and sharing the learning:** Supporting students to enrich, curate, celebrate and showcase learning.
- 6. Connecting the learning:** Committing to a greater emphasis on forging local, national and global connections and partnerships with students in other countries, universities and industries.
- 7. Sharing the learning:** Providing opportunities for students to work collaboratively in and beyond school to enrich the learning and tackle challenging real-world problems.



# THE KNOX EDUCATION MODEL



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## KNOX TOTAL FITNESS

### **Fit For School, Fit For Life**

Knox Total Fitness adopts the principles of Positive Psychology and works to build the resilience and wellbeing of every child at Knox.

There are four key pillars of Knox Total Fitness: academic fitness, social and emotional fitness, spiritual fitness and physical fitness.

### **Knox Total Fitness aims to:**

- Equip students with the skills, dispositions and habits required to thrive, be more resilient and live a virtuous life.
- Develop in each student a sense of purpose, engagement and accomplishment across all facets of their Knox experience through positive relationships with staff and their peers.
- Proactively support and develop the wellbeing of the individual and the whole community.
- Provide developmentally appropriate, research informed, meaningful programs and experiences across each of the domains of Total Knox Fitness for each child



### **What are the key elements of Knox Total Fitness?**

- Knox Total Fitness is delivered through age-appropriate, context specific programs across the breadth of activities on offer at Knox, both inside and outside the classroom.
- Coaching and mentorship sit at the heart of the program, with each student supported by a teacher (Prep) or mentor (Senior School) who has received expert training in Positive Psychology, coaching and wellbeing.
- Students are introduced to activities and exercises scientifically proven to increase levels of wellbeing and performance. A team of specialist wellbeing staff, from the Knox teaching and psychology teams, design and implement evidence-informed wellbeing experiences.
- Every staff member at Knox, including teachers, coaches and support staff, receive training in Positive Psychology and Knox Total Fitness.
- When required, expert guidance and practical, positive interventions are provided for students.
- To share our knowledge, Knox will establish a research institute, and continue to develop partnerships with world-leading research, wellbeing and Positive Psychology institutions.



## OUR SCHOOL VALUES

Our five school values underpin everything we do at Knox Grammar School.

**Faith**

Belief and trust in God and the strengths he gives us

**Wisdom**

Seeking understanding and insight beyond the evident

**Integrity**

Having strong ethics and a true moral compass

**Compassion**

Kindness, care and respect for self and others

**Courage**

Strength in the face of adversity and standing strong for what is right



## Knox Learner Protocols

The five school values work alongside our Knox Learner Protocols, a conceptual framework defining the key attributes for a successful learner at Knox.

The Knox Learner Protocols frame expectations for students, teachers and parents about the expected learning environment at Knox, ensuring every student can reach their potential.

- **Mindset:** Fully engaging with the academic community with the knowledge that ability and competence grow with effort
- **Behaviours:** Developing positive learning habits that are consistently applied during independent and interdependent learning experiences
- **Social skills:** Collaborating with peers in a respectful, cooperative and empathetic manner towards the common goal of maximising learning
- **Perseverance:** Persisting in learning, withstanding challenges and setbacks, whilst knowing academic outcomes improve through self-disciplined and sustained application
- **Learning Strategies:** Using processes which positively influence learning, thinking and remembering



## STUDENT EXCELLENCE

We are committed to enabling young people to develop the skills they need to achieve academic excellence in the innovation age. We plan for our students to enter the world with the skills, deep knowledge, mindset and dispositions that will enable them to flourish as informed, confident and courageous global citizens.

The key elements of Student Excellence are:

- **Global competency:** Demonstrating the competencies of creativity, critical thinking, collaboration, communication, character and citizenship.
- **Deep learning:** Deep discipline-based understanding that enables students to conceptualise, synthesise, make meaningful connections and develop insights into the process of learning
- **Growth mindset:** Belief in the capacity to grow and learn from successes, failures and feedback.
- **Altruism:** Caring for and honouring others through selfless acts of kindness and compassion.
- **Agency and agility:** Developing a flexible, adaptive mindset that applies learning to new and challenging contexts.



### **Academic Excellence = Deep Learning + Global Competency**

Across all three campuses, we are implementing innovative curriculum approaches and providing access to cutting edge technology, rich co-curricular activities and service learning, such as:

- Inter-disciplinary units of work connected through big ideas
- iHubs featuring virtual reality, robotics, coding and human centred design thinking
- New Stage 5 (Years 9-10) courses: iSTEM, Engineering and Entrepreneurial Ethics
- Knox Certificate of Global Competency with micro-credentials
- Knoxigations - Knox Prep, K-6
- Be the Change Agent - Year 10



# TEACHER EXCELLENCE

Educational research indicates that attributes of the teacher and the pedagogical strategies they deploy have a significant effect on student learning. The Knox vision is to develop highly skilled and innovative teachers who are passionate about their discipline and student learning. Staff excellence is a strategic intent of the School and we focus on building collective teacher efficacy in a collaborative environment.

To ensure that our teachers flourish as educators, Knox has invested in the establishment of the Research Institute of Innovation and Professional Learning (RiiPL) that ensures the:

- Delivery of quality professional learning and exemplary aspiring leadership programs
- Fostering of mutually beneficial partnerships with cross-sectoral schools
- Continuation of a research partnership with the University of Newcastle that enables our teachers to engage in further study



By investing in programs to improve and enhance our teachers' practice, we are ensuring each student has the opportunity to thrive and reach their academic potential.

The key elements of teacher excellence are:

- **Knowing our students' stories:** Intentional pedagogical practice that is learner centred
- **Deep discipline knowledge:** A commitment to deepen and evolve content knowledge to enhance mastery
- **Teacher efficacy:** A belief that we can positively impact student learning
- **Reflective and innovative practice:** Building a culture of inquiry and commitment to innovation informed by research, evidence and continuous feedback
- **Collaborative professionalism:** Engaging in communities of practice to transform teaching and learning

# OUR COMMITMENT

Our students will be entering a dynamic world of unprecedented changes to the nature of work and living through the rapid adoption of emerging, innovative technologies such as artificial intelligence and robotics. The future that schools are preparing young people for will be driven by automation, globalisation and the 'gig' economy.

Knox aspires to prepare young people to be successful in the innovation age by ensuring students are equipped with the skills needed to meet the challenges of a dynamic and complex world.





**KNOX  
GRAMMAR  
SCHOOL**

Wahroonga, Sydney, Australia  
A Uniting Church school

[www.knox.nsw.edu.au](http://www.knox.nsw.edu.au)