



# 2026 – 2030 Strategic Plan



# OUR HISTORY

## TAS School Hymn

*Sing out in exultation;  
faith is our sure foundation,  
faith our rock, our refuge,  
faith which conquers all.  
Shadows which seem to be forming  
vanish like mists of the morning,  
In the dazzling light of faith  
in Christ our Lord.*

*Deep in the night which surrounds us  
hope bursts out bright all around us,  
clear the beacon burning,  
on the distant hill.  
Though footsteps tire, and we stumble,  
hope draws us upward and onward till  
we meet him face to face,  
the living God.*

*Our God is love unbounded,  
on this all else is founded,  
selfless love, all-giving,  
love that knows no price.  
Without our God there is nothing.  
Faith hope and love is our anthem  
God's eternal love unites us evermore.*

## Foundation Statement

For over 130 years, The Armidale School has nurtured generations of students of character guided by the Anglican tradition. As a co-educational Pre-Kindergarten – 12, regional boarding school and proud AAGPS member, we embrace the responsibility of shaping tomorrow's leaders. Our commitment to being progressive led to the School becoming fully co-educational in 2015, building a strong community enriched by dedicated staff, strong parent and alumni connections and respect for our history and traditions.

## Excellence Inspired by Character, Since 1894

The Armidale School opened in February 1894, established by private investors to provide northern NSW with its own English-style boarding school for boys. Originally known as the New England Proprietary School, it was renamed The Armidale School in 1896.

In 1897, TAS joined the Association of Great Public Schools of NSW (AAGPS), becoming the only regional member of the GPS; a distinction the school values highly alongside its strong relationships with metropolitan GPS schools.

The TAS Cadet Unit, established in 1898, is the third oldest (and longest continually running) school cadet unit in Australia. In 1899, the Old Boys' Union was created, later renamed the Old Armidaliens' Union (OAU).

The Chapel was built in 1902, followed by the Maxwell Library in 1923 (now the Lower and Upper Maxwell rooms) and CC Dangar House in 1924; these latter buildings both honouring Old Boys killed in the Great War. While the school had always educated junior boys, Dangar House consolidated their classrooms and dormitories for the first time, effectively creating Junior School.

Through the 1930s, the School weathered the Great Depression, implementing measures to ensure its survival. In 1938, the Parents and Friends Association (P&F) was

created. World War II brought one of the School's biggest enrolment surges, with Sydney parents seeking a safe location for their sons' education.

Post-war expansion saw the purchase of 'Meadowfield' for agricultural facilities, boarding and a shooting range, and construction of Memorial Hall. Through the next three decades there was considerable campus expansion including the construction of White, Abbott and Croft Houses; academic facilities and the Mattingley Gymnasium.

To support continued growth and provide support for students in need, the TAS Foundation was established in 1983. The indoor heated swim centre was officially opened in 1993, one of several facilities projects that coincided with the School's centenary. In 1998, the School formally joined the global Round Square association, cementing its commitment to education through adventure, leadership and service. A year later, Junior School welcomed its first girls. Recognising the unique academic and pastoral needs of early adolescents, Middle School (Years 6-8) was established in 2000.

The Michael Hoskins Creative Arts Centre opened in 2009, expanding opportunities available to our students and the broader community.

In 2010, TAS transitioned to a Company Limited by Guarantee, with the School Board being accountable to 24 Company members equally representing the Old Armidaliens' Union, Parents and Friends Association, TAS Foundation and the Anglican Diocese of Armidale.

In 2016, TAS became fully co-educational. Nina Macdonald House (2018, formally named 2025) was built as the first girls boarding house, followed by Charlotte May Wright House in 2025; girls now make up 50 percent of boarding enrolments.

Today, TAS serves students from across Australia and overseas, from Pre-Kindergarten to Year 12. With a global outlook, it is also proud of its strong community connections and its important role in Armidale being a desirable education destination.

Through every challenge and evolution, our story has been defined not just by what we have built, but by how we have built it: with Courage, with Commitment, and with a deep sense of Connection. These values, born of our unique history, remain our guide as we shape graduates of integrity and vision.



# OUR VISION



*Excellence inspired  
by character, built through  
challenge. Developing  
graduates who are capable,  
kind and confident.*

Through the development of character, we inspire personal excellence in every aspect of life.

By fostering integrity, resilience and effort we empower students for academic success and in all of their broader pursuits.

We prepare our students to lead with purpose and contribute meaningfully to their communities.

Grounded in strong Christian values, our students embrace challenges, uphold high standards, and pursue their potential with courage and compassion.

*“Through character,  
The Armidale School  
inspires personal excellence  
—empowering students  
to live with integrity,  
strive for success, and  
contribute with purpose.”*

– Ray Pearson, Principal





# OUR VALUES

## *Connection*

As a community we actively seek ways to ensure all members develop a strong sense of connection with TAS and the broader community. Our programs will be designed to provide meaning and value to the student experience in a supportive environment.



## *Courage*

We actively encourage our community to be courageous, to seek challenges as opportunity and personal growth as an ongoing pursuit.

## *Commitment*

We expect active involvement in the full TAS experience and values. We celebrate giving one's best, the pursuit of ongoing learning and growth, and investment back into the community and beyond.





# OUR STRATEGIC PILLARS

## *Academics*

The Armidale School is committed to pursuing excellence without limits through challenging and purposeful learning that enables every student to achieve their very best. To achieve this, we will invest in **Staff Engagement** and **End to End Character Development**. Our participation in the ISNSW High Impact Teaching Strategies program will enhance professional learning for all academic staff, fostering a culture of evidence-based teaching and establishing teacher leadership opportunities. This investment will directly

contribute to our 2030 outcomes of providing **comprehensive and meaningful learning experiences** and ensuring our **graduates excel in life**. Furthermore, by integrating Artificial Intelligence (AI) and digital innovation into our teaching practices through the Innovation, Growth and Potential Program, we will cultivate curiosity and ensure we **demonstrate adaptable and future focused leadership** in education.



# OUR STRATEGIC PILLARS



## Care and Challenge

Our commitment to inspiring capable, kind, and confident graduates is at the heart of our Care and Challenge pillar. We will implement a whole of school **End to End Character Development** framework, supported by targeted **Staff Engagement** and a focus on a **Thriving Boarding and Day Culture**. By designing a clear framework, mapping it to our programs, and delivering professional learning, we ensure that character education is embedded in all aspects of school life. This approach is fundamental to achieving our 2030 outcomes of ensuring our **graduates excel in life** and that we are recognised as the **trusted leader in character-based education**.



Enhanced pastoral care systems, including leadership development and peer mentoring programs, will foster a supportive environment that encourages personal growth and resilience, helping us to build **strong, purposeful community engagement**.

## Our People

Investing in the wellbeing, professionalism, and growth of our staff is essential for animating the School's mission. Through strategic **Staff Engagement**, we will launch professional learning hubs

and streamline communication channels to enhance collaboration and transparency. By improving HR efficiency and workforce development, we will build a high performing culture grounded in clarity and



supported by **Future Ready Technology Infrastructure** and a commitment to **Focused Financial Sustainability and Efficiency**. These investments are critical to ensuring our **staff are inspired and supported to**

**develop holistic graduates** and that we **demonstrate adaptable and future focused leadership**. This will in turn strengthen our community and help us achieve **strong, purposeful community engagement**.

# OUR STRATEGIC PILLARS

## Stewardship

We will build a future-focused foundation that honours our heritage while embracing innovation. Guided by our values, we will develop a comprehensive building master plan, ensuring new and existing facilities inspire learning and community engagement.

By refining our enrolment strategy and exploring commercial opportunities, we aim to strengthen the school's financial position while staying true to our mission. Through prudent financial management and clear, targeted outcomes, we will ensure resources are used effectively and responsibly.



Our commitment to sustainability and connection to the fabric of our foundations will underpin decision making, creating a legacy of excellence for generations to come.



## Vision, Values and Strategic Pillars

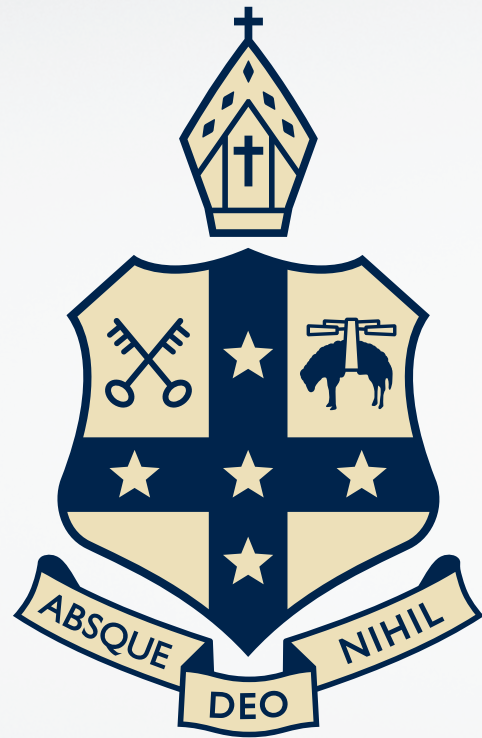
*Excellence inspired by Character,  
built through challenge.  
Developing graduates who  
are capable, kind and confident.*



## *The TAS logo*

The TAS Coat of Arms consists of a crest, shield and motto. The crest is the Bishop's mitre and represents the School's Anglican Church association. The keys within the shield signify the location in St Peter's Cathedral Parish, whilst the stars depict the Southern Cross and the slung lamb/fleece represents the region's main pastoral industry upon creation in the 1890s.

Our School motto is ***Absque Deo Nihil*** which means 'Without God, there is nothing', the origin of which is in the New Testament: St John, chapter 1 verse 3. This is understood as a loving understanding and acceptance of a God who should influence every area of school life.



# TAS

## THE ARMIDALE SCHOOL

*The Armidale School, is fondly known as 'TAS',  
expressed within the logo alongside the TAS Coat of Arms.*

## *The School Lesson: 1 Corinthians 13*

If I speak in the tongues of men  
or of angels, but do not have love,  
I am only a resounding gong or  
a clanging cymbal. If I have the  
gift of prophecy and can fathom  
all mysteries and all knowledge,  
and if I have a faith that can move  
mountains, but do not have love,  
I am nothing. If I give all I possess  
to the poor and give over my  
body to hardship that I may boast,  
but do not have love,  
I gain nothing.

Love is patient, love is kind.  
It does not envy, it does not  
boast, it is not proud. It does

not dishonor others, it is not  
self-seeking, it is not easily  
angered, it keeps no record  
of wrongs. Love does not delight  
in evil but rejoices with the truth.  
It always protects, always trusts,  
always hopes, always perseveres.

Love never fails. But where there  
are prophecies, they will cease;  
where there are tongues,  
they will be stilled; where there  
is knowledge, it will pass away.  
For we know in part and we  
prophecy in part, but when  
completeness comes, what  
is in part disappears.

When I was a child, I talked  
like a child, I thought like a child,  
I reasoned like a child.  
When I became a man, I put the  
ways of childhood behind me.

For now we see only a reflection  
as in a mirror; then we shall see  
face to face. Now I know in part;  
then I shall know fully, even as  
I am fully known.

And now these three remain:  
faith, hope and love. But the  
greatest of these is love.



TAS  
THE ARMIDALE  
SCHOOL

[as.edu.au](http://as.edu.au)