



Purpose, Principles and Shared Organisational Values

September 2025

1.0 Purpose

The AISSA leads, supports, represents, and advocates for South Australia's Independent school sector to enhance the success, sustainability, and strength of its member schools.

2.0 Principles

Across all of its activities, the AISSA is guided by:

- a commitment to the independence of member schools to develop in ways that embody their individual philosophies;
- a belief that the Independent sector offers genuine diversity that ensures parents have real choice in selecting their children's schools; and
- a commitment to integrity, excellence and expertise.

3.0 Shared Organisational Values

These Shared Organisational Values require AISSA Board members and employees to take responsibility for their conduct, foster collaboration, respect diversity, and contribute to a positive, respectful culture.

All AISSA Board members and employees are expected to act in ways that advance the interests and standing of the Association and the Independent sector as a whole.

3.1 Integrity

Integrity at the AISSA encompasses honesty, sincerity, fairness, and respect. We believe we are practising integrity when:

- our actions and words are consistent with the AISSA's purpose and principles
- we honour our commitments
- we critically reflect on the AISSA's values, ensuring our words and actions align with them.

3.2 Excellence

The AISSA defines excellence as a dynamic quality that is composed of the highest achievement possible in a particular context. We believe we are practising excellence when:

- we strive to achieve our best
- we believe in, celebrate and promote success
- our self-efficacy motivates us to achieve the best outcomes for ourselves and others, seeking to do so on a continuous basis.

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3.3 Expertise

The AISSA defines expertise as deep knowledge, understanding, and skill in a particular field. We believe we are demonstrating expertise when:

- we actively share our knowledge, understanding and skill with others and apply our expertise in a range of contexts
- we see relationships and connections within and across relevant fields of knowledge
- we adopt a growth mindset, acknowledging expertise as complex and evolving, requiring continual learning and sharing.

4.0 Related Documents

Code of Ethics
Customer Service Commitment
Customer Service Commitment – Employee Guide
Bullying, Discrimination, Equal Opportunity and Harassment Policy
Code of Conduct for Board Members
Confidentiality Policy (Staff)
Board and Board Sub-Committee Confidentiality
Grievance Resolution Procedure
Whistleblower Policy

5.0 Review Date

This Purpose, Principles and Shared Organisational Values Statement is due for review in September 2030 or as determined by the Chief Executive.

Association of Independent Schools of South Australia Policies and Procedures	Ratification Date: 05.09.2025 Last Updated: N/A Next Review: September 2030
Alteration Permissions: Chief Executive	Pages: 2 Appendices: Nil