

A POWERFUL COLLABORATION

The Alliance of Girls' Schools Australasia and the International Coalition of Girls' Schools

It is clear and exciting, a single global organisation representing girls' schools has a rare and distinctive opportunity to unite and strengthen the purpose of girls' schools around the world.

The International Coalition of Girls' Schools (ICGS) recognises the significant possibilities created by a cohesive international collaborative for girls' schools and the new horizons and experiences it brings for member schools.

ICGS has invited the Alliance of Girls' Schools Australasia (AGSA) to partner in their vision, and bring together our shared sense of identity, purpose and potential.



Alliance of
Girls' Schools
Australasia

MERGER PROPOSAL

ICGS and AGSA are very similarly aligned organisations on mission, purpose, and values. We share a similar aspiration for girls and women; we want global connections for our schools; and expanded opportunities for our staff and students.

An international organisation with a strong regional presence can deliver the best of both worlds – global knowledge-sharing and connections with the opportunity for inspired innovation and collaboration, centralised efficiencies, and with continued regional awareness and responsiveness.

- Our two organisations have a shared focus on research, advocacy, professional development, and collaboration.
- Our service areas are identically defined and staffed across research, membership services, strategic development and communications.
- We enjoy a history of successful collaborations through the Global Forum on Girls' Education, the Global Action Research Collaborative on Girls' Education, the Student Leadership Conference, mentoring programs, podcasts, webinars and more.
- Our staffs work closely sharing ideas, supporting each other, providing advice and guidance.
- Both organisations are chartered as charitable legal entities that have very similar governing principles and procedures.

A GLOBAL FRAMEWORK

From AGSA's perspective, the way forward is to maintain, and even enhance, strong regional programming and services for members while also providing new global value and perspective. A merger with ICGS provides this timely and important opportunity.

- Australasian members would have representation on the Governing Board of the ICGS with strategic and fiduciary voting responsibilities.
- A Regional Advisory Board would be established to provide input and ensure regional differences and regional needs are accommodated.
- Regional conferencing and local (branch) events would be maintained.
- Regional staff would provide timely and efficient responses to Australasian members.
- Economies of scope (sharing resources) and scale (larger membership base) would lead to increased efficiency and ultimately more programming and services for members.
- Duplicated programming and services would be optimised and refined and, where required, adapted to reflect regional differences.
- A global presence would leverage the transformational power and appeal of a global brand, with potential to attract corporate partnerships and other supporters of girls' education.

TIMELINE - 2022

TRANSITION PHASE

MAY

- ▶ AGSA VOTE
- ▶ TRANSITION PHASE BEGINS

DETAILED INTEGRATION PLANNING

JUN

- ▶ ICGS OFFICIALLY LAUNCHED
- ▶ GLOBAL FORUM ON GIRLS' EDUCATION® III

STAFF COLLABORATION

JUL

- ▶ ACCESS TO ICGS PROGRAMMING FOR AGSA PRINCIPALS

AUG

- ▶ ICGS VISIT TO AUSTRALIA AND NEW ZEALAND

SEPT

- ▶ PROGRAM COLLABORATION

OCT

- ▶ ONGOING PLANNING AND COLLABORATION

NOV

- ▶ FINALISE FINANCIAL, TAX AND LEGAL DUE DILIGENCE

DEC

- ▶ AGREEMENT ON MERGER FINALISED



UNLOCKING BENEFITS

With nearly 350 schools across 16 countries and growing quickly, ICGS has a substantial offering of global programming, resources and services for members and has been successfully accommodating regional differences across the world's continents for many years.

By merging with ICGS, Australasian schools will gain:

- Access to global and regional programming, resources and services.
- Connection with a global community of practitioners, researchers, experts and advocates committed to girls' education.
- Professional recognition and visibility for schools, staff and students on a global stage.
- Opportunities for collaboration on international research projects, joint publications, networking and sharing.
- Direct member-to-member contact for international exchanges, visits and conversations.
- Early access to ICGS programs for AGSA member principals (from July 2022, before the merger is completed on 1 January 2024).
- Regional focus – in the challenges and issues schools face, in curriculum and pedagogical approaches, and in time zones – for programming.
- Member fees in 2022 and 2023 will continue to be set by the AGSA Board. Once the merger is complete in 2024, membership fees would be set by ICGS with input from the Regional Advisory Board. The new ICGS fee structure will be finalised and approved in October 2022. Based on past practice and future estimations, ICGS projects decreases in membership fees for two-thirds of AGSA schools.

PAVING THE WAY FOR A SUCCESSFUL MERGER

A motion will be brought to AGSA members at the AGM on 16 May 2022 to pave the way for the merger. If an affirmative resolution is reached, the merger transition period would begin the following day.

The transition would be in effect through 2023 and the merger would be completed by 1 January 2024, at which time we would be united as the International Coalition of Girls' Schools.

The timing of the merger has been planned to coincide with the celebratory launch of ICGS at the Global Forum on Girls' Education® III on June 27-29. By merging with ICGS now, all AGSA schools would be considered founding members of ICGS in its inaugural year.

TIMELINE - 2023

INTEGRATION IMPLEMENTATION

JAN	▶ FINALISE MERGER AGREEMENT
FEB	▶ WEBSITE INTEGRATION
MAR	▶ RESEARCH INTEGRATION
APR	▶ RESEARCH INTEGRATION
MAY	▶ AUSTRALASIAN CONFERENCE
JUN	▶ PROGRAM INTEGRATION
JUL	▶ PROGRAM INTEGRATION
AUG	▶ EVENT CALENDAR INTEGRATION
SEPT	▶ POLICY AND PROCEDURE INTEGRATION
OCT	▶ REGIONAL ADVISORY BOARD ESTABLISHED
NOV	▶ ICGS IDENTITY ADOPTED
DEC	▶ AUSTRALASIAN MEMBERS APPOINTED TO ICGS GOVERNING BOARD

TIMELINE - 2024

MERGER COMPLETED

JAN	▶ UNIFIED AS ICGS
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DELIVERING REGIONAL RELEVANCE

Continued and uninterrupted regional relevance and excellence in Australasia will be secured through a Regional Advisory Board and terms of the Merger Agreement.

Australasia would have full voting representation on the governing board of the ICGS including representation and responsibilities on two standing committees: Governance as well as Resource and Allocations, where all fiduciary, budgetary and governing decisions are made.

Following the merger, a Regional Advisory Board (RAB) would provide:

- Regional focus and critical regional context as well as guidance on membership fees, programming, staffing, and strategy.
- Referrals of prospective directors to the ICGS Board.

Senior staff will continue to be stationed in Australasia in order to steward member relations, plan and implement strategic programming, manage a robust regional budget, and manage media advocacy in a timely manner with expertise and authority.

Over the transition period, AGSA and ICGS would work closely together to develop a model that continues the programming and services that AGSA members value most. These would include regional conferences and local events, student programs, and research resources and services, while also adapting ICGS programs and services for the Australasian market.

Duplicate operations would be merged in order to gain efficiency without compromising effectiveness or regional differences. This could include launching a new combined research centre; establishing global exchange programs for staff and students; creating a searchable global membership directory with the ability for members to connect directly; establishing a centralised communication system.

BOUNDLESS HORIZONS AWAIT

Through regional focus, global engagement and operational excellence a merger of AGSA with ICGS can set and deliver an ambitious agenda for girls' schools.



As our member schools educate girls to be the leaders of a more inclusive and sustainable world, our work must be more global in scope providing greater opportunities for girls' schools around the world to connect, convene, collaborate and coalesce around our common vision to elevate women's leadership worldwide by empowering and educating girls to be ethical, globally minded changemakers.

**Loren Bridge, Executive Officer, AGSA and
Megan Murphy, Executive Director, ICGS**



International Coalition of Girls' Schools

icgs
Advancing Girls'
Education Globally