Strategic Plan
2016-2019
Mission

With Christ at our centre we equip students to become flourishing, knowledgeable and compassionate people who enrich the lives of others with a serving heart.
This document is our vision for our community; a community of innovative and powerful learners. The following pages express our commitment to the growth of our students, staff and parent community, as we strive to be lifelong learners with a passion to support each other in our endeavours.

The plan is the culmination of a year of discussion with parents, students and staff at the College, which included an Appreciative Inquiry summit with all stakeholders represented.

It builds upon the previous strategic plan of the College, and extends into new and innovative educational directions. The focus is on being a positive organisation informed by the field of Positive Psychology and Positive Education. These align with the message of the Gospel that guides the College.

The plan is supported by measurable outcomes and indicators of success, and it is intended that it will be a living document, guiding both the strategic and operational decision making at the College. This will ensure that the College continues to provide the best for all within the Good Shepherd community.

I would like to thank all who have shaped this plan, for their ideas and boldness in creating a collective vision for the College.

Rachel Boyce
Principal
IDENTITY

The Good Shepherd Way

The Lord is my shepherd; I have everything I need. He lets me rest in fields of green grass and leads me to quiet pools of fresh water. He gives me new strength. He guides me in the right paths, as he has promised. Psalm 23:1-3

Lutheran schools are strongly linked by a common ethos, aiming to provide quality education in which the gospel of Jesus Christ informs all learning and teaching, all human relationships and all activities. Support of this ethos by all members of the College community is what keeps our identity strong.

We believe the best student learning occurs with a strong focus on their holistic wellbeing. Strength-based approaches to work and life provide the environment and encouragement for all our students to thrive and flourish.

SERVICE

Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. 1 Peter 4:10

Service is a fundamental pillar of the College. We believe that service is our response to the gift of grace offered to us by Christ. It involves selfless giving and loving of others, and is about making a difference in the lives of others.

RESPECT

A supportive and caring community

The following tenets provide the College with a framework for decision making and agreements about how we interact with each other:

• Build positive relationships
• Create a community where all feel they belong
• Collaborate to utilise our strengths
• Respect self and others
• Be inclusive and open-minded
• Pursue growth and learning
• Be passionate and seize opportunities

Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. 1 Peter 4:10
Good Shepherd Lutheran College is a community founded on, and continually shaped by, the Gospel of Christ. It is informed by the teachings and confessions of the Lutheran Church of Australia. We seek to grow in our ‘Christ-centeredness’ so that the message of grace, the unconditional love and forgiveness of God, is evident in all that we do, and those within the community are encouraged to use their God given strengths to serve others.

**STRATEGIC GOALS**

Use the Grace of Jesus Christ as the central lens, motivator and standard by which we measure all intentions, attitudes and actions.

Clearly articulate and model Grace to the College community through College programs, interactions and relationships and through individual actions and attitudes.

Ensure Grace is visible in all relationships as we intentionally value, develop and serve all members of the College community.

Work in collaboration toward a shared vision to value and holistically nurture the God-given abilities and strengths of learners and inspire and empower them to serve the community.
Good Shepherd Lutheran College is committed to developing an environment where students, parents and staff feel connected, safe and cared for within the College community. We foster engagement and meaning through high quality and effective communication. We invest in developing the strengths of staff and students to enhance our College mission and purpose.

STRATEGIC GOALS

Empower all stakeholders to apply their individual strengths to pursue the continuous improvement of the College’s positive care.

Grow and enhance a culture of leadership through fostering an environment which is safe and encouraging of the diverse range of individual strengths and experiences of College community members.

Take a holistic and empathetic view of change processes to promote engagement and meaning as we collectively work towards our common purpose.

OBJECTIVES

1. Empower stakeholders by fostering ownership through a safe climate where input, discussion and respectful debate is encouraged, shared meanings are generated and individuals are motivated and engaged in processes of innovation and change.

2. Ensure lines of communication are timely, transparent and effective so that stakeholders are well informed ahead of time and feel valued.

3. Change management processes in the pursuit of defined College goals are effectively planned, supported and measurable with consideration for, and input from, all stakeholders. These are guided by a strong, positive and receptive leadership team.
Learning is the core business of Good Shepherd Lutheran College and fostering a student-centred approach to learning is pivotal in our pedagogy. We believe students learn best in supportive, challenging and engaging environments that build upon their strengths and pathways to success. Through the International Baccalaureate Primary Years and Middle Years Program frameworks, the Australian Curriculum and the Northern Territory Certificate of Education we provide a rigorous global education.

**STRATEGIC GOALS**

Nurture student identity, engagement and motivation, by empowering them through challenging, concept driven learning experiences that reflect real-life contexts, so that learning is valued and seen as meaningful and relevant.

Challenge students through open-ended and self-selected learning tasks to become inquiring, independent learners who are globally aware and empowered to confidently contribute to their wider community.

Foster individual passions, skills, interests and knowledge through experiences both within and beyond the classroom so that students develop their strengths and gain skills that benefit their future career and life.

Develop ethical, responsible learners with intuitive problem solving skills who are prepared for a digital world and are equipped to contribute to the creation and design of technology.

**OBJECTIVES**

**Key strategies**

1. Cultivate organisational structures, processes and resources to encourage and support innovative and contemporary pedagogy.
2. Collaborate to provide creative, inclusive, responsive and relevant curricula and pedagogy.

**Key strategies**

1. Provide students with choice and influence in learning and assessment experiences to foster engagement and motivation.
2. Enhance individually supportive and collaborative learning relationships and environments.

**Key strategies**

1. Recognise and celebrate a broad perspective of success and engagement.
2. Increase opportunities for student voice and action on local, national and international issues.

**Key strategies**

1. Research, monitor and implement new technologies to enhance learning.
2. Strategically build staff, student and parent capacity in technologies that directly support student learning and key strategic initiatives.
At Good Shepherd Lutheran College we believe positive, trusting relationships are essential in developing students who are resilient, responsible and compassionate. We strive to provide an environment where students and staff feel connected and supported.

**STRATEGIC GOALS**

Create a sense of connectedness, belonging and security by encouraging high quality relationships founded on mutual trust.

Strengthen student culture by creating opportunities for peer-connections and positive relationships.

Nurture students’ interpersonal skills and confidence to enable them to embrace their environment and world and be known for their caring, empathetic and serving attitudes.

**OBJECTIVES**

1. Provide opportunities within and beyond the classroom to build quality student relationships to create a sense of connectedness.

2. Build a culture which enhances wellbeing and inspires students to achieve their best.

3. Develop globally aware students equipped to respond to need.
Good Shepherd Lutheran College is a thriving learning community where staff grow and develop as professionals. We are committed to attracting, developing and retaining highly skilled and passionate staff who view what they do as a vocation. We believe this is critical in the provision of high quality and engaging learning opportunities.

**STRATEGIC GOALS**

Develop highly motivated, creative, collaborative and effective staff members, working in partnership with parents to provide high quality, engaging and meaningful learning experiences for students.

Support a culture and environment that facilitates staff motivation and engagement in ongoing learning, through processes which promote both autonomy and collaboration, seeking to develop and harness individual strengths in the pursuit of common goals.

Cultivate continual and effective improvement by staff initiating personal and professional goals, seeking external development opportunities and establishing relationships with colleagues to share expertise and improve pedagogy.

**OBJECTIVES**

1. Opportunities for professional collaboration and peer-learning are facilitated and supported.
2. Staff professional learning promotes engagement and autonomy and is appropriately supported, measured and accountable.
3. Cycles of evaluation and review are strength-based, empower and motivate staff and promote staff responsibility for and influence over their own development.
Good Shepherd Lutheran College is a community where every person is valued and where relationships and a sense of belonging are fundamental to the College mission. We understand that relationships are at the heart of a safe, positive and effective place to learn, and we actively pursue and promote opportunities to develop relationships with parents and the community.

**STRATEGIC GOALS**

Develop our College as a hub for parents, families and the community to learn and work together on shared dreams and projects.

Strengthen positive relationships with families and recognise their important role in enhancing the wellbeing of all College community members.

Implement effective communication which enhances engagement with all in the College community.

**OBJECTIVES**

1. Foster a culture of care, service and connectedness.
2. Develop a series of strategic and accessible opportunities for parents so they can support the College and their children.
3. Ensure prompt, positive and transparent communication and information sharing with families regarding academic progress and student behaviour and wellbeing, through a range of effective personal and electronic means.
Good Shepherd Lutheran College has a strong sense of community and offers individual attention and care to students. Through optimal enrolments we are able to deliver quality academic, co-curricular and pastoral opportunities and programs.

**STRATEGIC GOALS**

Further strengthen the profile of Good Shepherd Lutheran College so it is the school of choice for parents in the greater Darwin region.

Maintain a reputation and presence in the Darwin, Palmerston and rural region that ensures ongoing student enrolments.

**OBJECTIVES**

1. Strengthen the positive word of mouth reputation that the College enjoys.

2. Promote the College to the wider community through targeted and high impact marketing messages and modes.

3. Attract new enrolments and maintain existing enrolments to achieve optimal school size.
Growing Our Future

The College practices good stewardship to enable us to provide high quality and sustainable education and learning environments for students to thrive in. We continue to provide opportunities to access quality resources and infrastructure.

STRATEGIC GOALS
Continue to implement best practice governance.
Continue to refurbish classrooms and enhance the College campuses.
Provide and maintain resources, facilities, and infrastructure that support the vision of the College.

OBJECTIVES
1. Maintain the financial health of the College.
2. Develop modern indoor and outdoor learning spaces by creating a vibrant relationship between pedagogy, classrooms, outdoor spaces and access to technology.
3. Work towards the achievement of the College’s master plan, whilst at the same time, decrease debt.
This Strategic Plan on several years of consistent growth and results at the College. Our students develop their strengths through a wide range of programs that cater for academic and vocational pathways, supported by an extensive building and maintenance program.

Our students have the opportunity to excel in sport, visual and performing arts and design through the International Baccalaureate Primary and Middle Years Programmes and the Northern Territory Certificate of Education. We strive to develop creative and compassionate students equipped to serve the community with their skills and knowledge.

This document reflects our strong belief that the development and growth of our students and College is a community endeavour. As such we welcome and encourage engagement by parents and community members to further enrich the diversity of talents and experiences which contribute to the learning opportunities of students and staff.

Over the next four years, through the dedication and work of those within the College community, and with Christ at our centre, we will continue to equip students to become flourishing, knowledgeable and compassionate people who enrich the lives of others with a serving heart. I invite you to join with us on this journey.
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