



STRATEGIC PLAN 2020 2024



Mission

With Christ at our centre we equip our students to become flourishing, knowledgeable and compassionate people who enrich the lives of others with a servant heart.

Introduction

This Strategic Plan is our vision for our community; a community of creative, collaborative and global learners.

The following pages express our commitment to the growth of all within our College community - students, staff and parents, as together we endeavour for lifelong learning with a passion to support each other and the community in which we belong.

The plan is the culmination of a year of discussion with parents, students and staff at the College, which included both a student and a staff/parent Appreciative Inquiry summit.

It builds upon the previous Strategic Plan of the College and extends into innovative educational directions. The emphasis is on being a positive organisation with a focus on service and advocacy. 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 to 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 contributions, energy and boldness in creating a collective vision for the College.

Rachel Boyce
Principal



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I am truly appreciative of the teaching and the high standards that Good Shepherd as a school community promote and I can envisage my daughter successfully completing her education journey with the College.

Parent of Middle School student



IDENTITY

I chose you. And I gave you this work: to go and produce fruit—fruit that will last. Then the Father will give you anything you ask for in my name. John 15:16

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 has been blessed with one of God's many wonderful gifts to be used in the service of others. So use your gift well. 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

Be sincere in your love for others. Hate everything that is evil and hold tight to everything that is good. Love each other as brothers and sisters and honor others more than you do yourself. Never give up. Romans 12:9-11

Respect for self, the College community, all those who live in this world, and the planet upon which we live are core to how we approach our learning at the College. At the College we see ourselves as 'good neighbours' to those we share our planet with. There are five tenets based on scripture of what constitutes being a good neighbour.

- + A neighbour loves personally.
- + A neighbour's love is not based on worthiness.
- + A neighbour's love is open to be vulnerable.
- + A neighbour's love is costly – it is not limited to what is easy.
- + A neighbour's love is comprehensive and ongoing.

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Embracing our Christ - Centre

Our Christian identity is both visible and operational, and lived and experienced.

2

Developing a Positive Organisation

All College development and improvement initiatives contribute to and build ownership of the College mission.

3

A Culture of Wellbeing

The culture at Good Shepherd Lutheran College intentionally implements initiatives and programs within a climate of safety, care and connectedness to foster the mental health and positive development of staff, students and parents.

4

Enriching Student Learning

To give learners voice and influence to develop self-motivated and responsible learners.

Developing social and emotional skills and nurturing the individual and collective wellbeing of College community members is a core aspect of all activities.

5

Enriching Staff Learning

Staff value and take responsibility for ongoing professional learning and collaboration, harnessing and valuing the skills and experiences of colleagues.

Staff professional learning aims to simultaneously achieve strategic goals of the College and enhance the autonomy and agency of the learner.

6

Partnerships

The College equips students and parents to be empowered partners in education.

The College provides regular, coordinated, effective and positive communication to strengthen trust-filled, respectful and productive partnerships.

The College works to strengthen collaborative partnerships between the College and the community to both enhance student learning and provide service to the community, particularly through building intercultural understanding and cohesion.

7

Sharing our College

Be known for our Christian values, evidenced-based approach to wellbeing and innovation in learning, lived out in high quality relationships.

8

Growing Our Future

An integrated sequence of holistic learning experiences provides the foundation for a student's learning journey through their years at Good Shepherd.

Information technologies are strategically used to foster positive communication and community.



Embracing our Christ - Centre

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 GOAL

Our Christian identity is visible and operational, and lived and experienced.

AIMS

Good Shepherd provides formal opportunities for personal and community growth and informal recognition and celebration of our Christian identity.

The Christian essence of our College culture is experienced in the trust and safety in our relationships and nurtured through our care, compassion and service to one another.



Developing a Positive Organisation

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 embrace our College mission and purpose.

STRATEGIC GOAL

All College development and improvement initiatives contribute to and build ownership of the College mission.

AIMS

All development and improvement initiatives are aligned with the College Mission Statement and target College strategic priorities.

Strategic Improvement Plans (SIPs)

- + pursue clearly articulated strategic goals, with progress and outcomes objectively measured and evaluated.
- + are developed in the local contexts in which they are enacted and are led and implemented in ways that build engagement, motivation and ownership.

Data is used strategically to guide planning, effectively allocate resources and to be accountable for the outcomes of development initiatives.

Parent voice is valued, and processes and practices are in place to seek and respond to parent needs.



A Culture of Wellbeing

Good Shepherd Lutheran College is committed to a culture of wellbeing where strength-based approaches build life-long mental health capacities and promote individual care and inclusion.

STRATEGIC GOAL

The culture at Good Shepherd Lutheran College intentionally implements initiatives and programs within a climate of safety, care and connectedness to foster the mental health and positive development of staff, students and parents.

AIMS

Visible Wellbeing is central to the College's approach to wellbeing and is systematically integrated into all policies, procedures and structures to ensure it is a priority in planning.

The continuum of skill development provided by the Social and Emotional Learning (S.E.L) curriculum are integral components of wellbeing and contribute to all formal learning programs.

The physical health of students is an important component of wellbeing and is supported through the Physical Education and Health curriculum; curricular and co-curricular sport and the Social Emotional program at the College.

The Spiritual growth of staff and students is an important component of wellbeing and is supported through the Christian Studies program and those in leadership roles.

Clear conduct expectations and practices and consistent and communicative responses to conflict are implemented across the College to ensure safe and accepting relationships and a connected culture that contributes to learning.

Strong support processes and structures are in place for staff and students with specific wellbeing needs.



Enriching Student Learning

Learning is the core business of Good Shepherd Lutheran College. Fostering a student-centred approach to learning is central to developing flourishing 21st Century learners. We believe students learn best in supportive, challenging and engaging environments that build upon their strengths. We believe positive, trusting relationships are essential in developing students who are resilient, responsible and compassionate. We strive to provide an environment and build relationships through which students, staff and parents feel connected and supported.

We provide a rigorous global education through the International Baccalaureate Primary Years and Middle Years Program frameworks, the Australian Curriculum and the Northern Territory Certificate of Education and underpinned by Visible Wellbeing.

STRATEGIC GOALS

To give learners voice and influence to develop self-motivated and responsible learners.

Developing social and emotional skills and nurturing the individual and collective wellbeing of College community members is a core aspect of all activities.

AIMS

Student relationships across year levels and campuses enable a sense of **belonging** leading to a stronger student voice that influences their success of learning.

The College Wellbeing program is built upon structures, programs and processes, including Visible Wellbeing and S.E.L, that are responsive to the changing needs of community and build a culture of **connectedness** and **inclusion**.

Student driven learning incorporating life-focused inquiry and negotiated assessments builds student **ownership of learning** and better understanding of their own learning strengths, progress and needs.

Teachers plan authentic **rigorous learning** and implement pedagogy that is directly informed by students' strengths, experiences and needs. Accessible, differentiated, strength-based learning is central to the College's reputation.

Parental **trust** and student **willingness** to engage in developing relationships and maintain safe learning environments is the foundation for learning and membership of the Good Shepherd community.

The contribution of the physical environment to **wellbeing** and learning is a consideration in planning at all levels of the College.



Enriching Staff Learning

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

Staff value and take responsibility for ongoing professional learning and collaboration, harnessing and valuing the skills and experiences of colleagues.

Staff professional learning aims to simultaneously achieve strategic goals of the College and enhance the autonomy and agency of the learner.

AIMS

Collaboration is a core pillar of professional learning, particularly through planning the integration of Visible Wellbeing, and S.E.L differentiated practice and inquiry driven learning and assessment as the foundation for inclusive, safe and effective learning environments.

Professional development informed by strategic priorities and staff needs is organised in ways that are contextually relevant and enhances staff ownership of the learning.

The College promotes, recognises and celebrates staff who are motivated and responsible for the ongoing development of their own high-quality professional practice including active contribution to local, national and global learning communities.



Partnerships

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

The College equips students and parents to be empowered partners in education.

The College provides regular, coordinated, effective and positive communication to strengthen trust-filled, respectful and productive partnerships.

The College works to strengthen collaborative partnerships between the College and the community to both enhance student learning and provide service to the community, particularly through building intercultural understanding and cohesion.

AIMS

Parents understand the College ethos and 21st Century learning approaches at Good Shepherd and their role in supporting and contributing to it through a variety of formal opportunities provided by the College.

Protocols for communication are understood and available and regular opportunities are provided to promote understanding and build relationships between staff, parents and students, increasing parent capacity to be involved in their child's education.

Modes of communication that reflect the needs, interests, culture and preferences of parents are utilised to ensure that policies, procedures and information regarding events and opportunities are communicated in ways that effectively engage and facilitate parent involvement.

Timely and relevant information, is accessible to parents and clearly communicates learning intentions, student progress and invites feedback for all aspects of the student's learning program.

Collaboration with community organisations will enhance the authenticity of learning and promote student and College strengths through real-world experiences.

Community service is encouraged and celebrated with opportunities for student-led service provided as a key aspect of the College's ethos and reputation. Engagement with the cultural diversity of the community, in particular the Indigenous community, is encouraged and promoted.



Sharing our College

Good Shepherd Lutheran College has a strong sense of community and offers individual attention and care to students, staff and parents. Through innovative practice and professionalism, we deliver quality academic, wellbeing and co-curricular opportunities and programs and are regarded as leaders in education both locally and nationally.

STRATEGIC GOAL

Be known for our Christian values, evidenced-based approach to wellbeing and innovation in learning, lived out in high quality relationships.

AIMS

The College culture is recognised as distinctly Christian, reflected in respectful relationships and collaborative partnerships between staff, students and parents.

Clear and effective communication of expectations and the consistent maintenance of standards of both conduct and learning behaviours are a feature of the College's reputation.

The professionalism of Good Shepherd staff is evident in their presentation and conduct at school and in public.

The College is recognised as innovative in learning with student achievements showcased both internally and publicly.

The College is regarded as a leader in Positive Education at a national level with Visible Wellbeing providing the conceptual basis and framework underpinning staff expertise and practice in College wellbeing.



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

An integrated sequence of holistic learning experiences provides the foundation for a student's learning journey through their years at Good Shepherd.

Information technologies are strategically used to foster positive communication and community.

AIMS

A continuum of learning concepts, intentions, and language / terminology is documented from ELC to Year 12.

Cross-curriculum and interdisciplinary learning incorporating Visible Wellbeing approaches and connecting with extra-curricular activities provide the foundation for holistic student learning experiences.



Conclusion

This Plan builds on several years of consistent effort in reframing the way we think and act across all three Good Shepherd Lutheran College campuses. Our strength-based approach to all we do encourages students to develop their strengths through a wide range of programs that cater for academic and vocational pathways.

Our students

Students have the opportunity to excel in their academics, work placements, 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 and advocate through their skills and knowledge.

Our parents and community

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

Our staff

Between 2020 and 2024, through the dedication and work of our staff, 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 servant heart.

I invite you to join with us on this journey.



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Good shepherd, you keep giving me reasons to be so happy we attend this school.

Parent of Junior School student



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