

# Living Waters Lutheran College



## Strategic Plan 2017-2021

# Our Mission Statement

"At Living Waters Lutheran College  
we share the love of Jesus  
as we educate those in our care,  
enabling them to realise their God-given  
potential for a life of service."



## Our College

We are one of 84 Lutheran schools in Australia educating more than 40,000 children. Lutheran Schools, as schools of the Lutheran Church of Australia, are important providers of Christian education. They are located in every state and territory and together they comprise Lutheran Education Australia (LEA).

Since its beginnings in 1997 Living Waters Lutheran College has established a unique ethos and Christ-centred learning environment.

Each student is challenged to look for ways to reach his or her potential by making the most of the high quality programs provided. By promoting and modelling Christian values we encourage students to look outside themselves and serve others; each other, their school, their family and the wider community.

## The Next Five Years

The Strategic Plan 2017-2021 prepares us for the next five years of development. It consists of two parts:

1. Our Vision which commits us to four Key Focus Areas and their corresponding Objectives and Goals that incorporate Lutheran Education Australia, Federal and State government requirements, and enables us to meet the challenge of individually developing our students.
2. Our Improvement Plan which outlines our day-to-day operations and how we will achieve our key objectives.

The Strategic Plan builds on current strengths and explores new avenues to pursue excellence.

Many stakeholders, including the College Board, Executive Team and staff have worked together to develop this plan. Outside expertise was used to bring the plan together into a working document. This brochure provides an overview of the Strategic Plan through the Key Focus Areas and the corresponding Objectives and Goals of our Vision, and their link to Lutheran Education Australia's Lifelong Qualities for Learners, and our Mission statement. It identifies who we are and what we do.

The Strategic Plan sets our direction for the next five years, however, the Improvement Plan is dynamic and as targets are achieved, new targets, based on needs, will be set.

# Culture

**The understanding of each individual's God-given worth and purpose informs the way we teach, learn and interact. We are therefore caring and respectful of others, acting in a spirit of grace that reflects God's love as shown to us in Jesus Christ. We strive to make others feel valued and appreciated, and intentionally seek opportunities to offer support and encouragement.**

**Promote a culture of respect, grace and the love of Christ in day-to-day operations across the College community.**

Provide pastoral care to students, families and staff with a focus on social and mental health support.

Provide ongoing faith formation opportunities for our students, staff and families, and the nurturing of the spirituality of each person.

**Provide an environment where all students are valued as individuals, and encouraged to develop a sense of meaning and purpose in their life.**

Provide a supportive and nurturing environment that is based on a contemporary student well-being framework, centred on positive relationship building.

Provide inclusive education to nurture and value the individuality and well-being of each student.

**Make the College a safe and respectful place where healthy, caring relationships flourish.**

Continue to update, review and create where necessary, policies that ensure the well-being and safety of our students and staff.

Ensure the Behaviour Management policy of the College is carried out consistently.

**Build an understanding amongst both staff and families of the educational and cultural principles that underpin our Lutheran identity.**

Provide opportunities for our staff and families to understand what is unique about our school.

Inform our staff and families about the rich history of Lutheran Education so they may grow in their understanding of Lutheran Education.



## Community

**We are a vibrant community that is enriched by a diversity of abilities and experiences. We nurture the individual whilst demonstrating a genuine collaborative culture of service, participation and celebration. By active engagement with those around us we strive to build meaningful connections with each other, our families, our local church, and the wider community.**

**Live out the gospel of Jesus Christ and act in service of others.**

Provide opportunities for our students to engage in meaningful service learning projects.

Promote participation, awareness and involvement in Australian Lutheran World Service projects.

**Foster and maintain strong school and family connections.**

Provide an environment in which all community members feel welcome.

Provide opportunities for parents to work and consult with staff about the education of their children to achieve the best possible student outcomes.

**Build sustainable and collaborative relationships with our wider community.**

Continue to build and encourage alumni opportunities within the College.

Provide opportunity for students to participate in community and local events.

**Enhance the reputation of the College as a deliverer of excellence in Christian education.**

Recognise and celebrate when students realise their potential through the delivery of high quality educational programs.

Continue to engage with community organisations and businesses to maintain relevance in education programs to meet community and industry needs.

# Teaching and Learning

**We are a place of educational excellence where the children in our care are valued as individuals, encouraged to develop their unique gifts and talents, and equipped to be lifelong learners. We provide a contemporary, engaging curriculum that challenges and motivates students to achieve their personal best.**

**Provide a dynamic learning environment where curriculum is delivered in an innovative and engaging manner.**

Deliver a comprehensive and balanced K-12 curriculum where students are valued as individuals and have the opportunity to develop their gifts and talents in a supportive and encouraging Christian environment.

Deliver quality teaching and learning programs to develop student attributes and abilities at each phase of learning with a focus on STEM and The Arts subjects.

**Achieve optimal learning outcomes across all year levels.**

Implement procedures across all year levels where student learning and progress is measured, monitored and reported against student, school and system targets and benchmarks and use results to inform the teaching and learning program.

Provide inclusive education using a range of teaching practices and strategies to meet the needs of individual students and identify those at educational risk.

**Ensure teaching standards remain high, and develop service and leadership capacity within staff.**

Continue to develop a culture where lifelong learning is supported and staff are encouraged to strive for excellence in their own personal professional development which will better equip them to fulfil their roles within the College.

Continue to develop a professional culture within the College that supports teachers in the attainment of the technical skills, pedagogical understandings and reflective practices necessary to effectively implement the curriculum and improve student outcomes.

**Enhance student engagement in both curricular and extra-curricular activities, as they are enabled to realise their God-given potential.**

Provide a broad range of co and extra-curricular activities to students across the College.

Promote the opportunities provided to encourage engagement in co and extra-curricular activities.



## Operations and Resources

**We undertake to provide the resources and infrastructure required to maintain a safe, stimulating and inviting learning environment. This is achieved through sound planning and responsible management, ensuring long-term sustainability.**

**Employ staff who uphold the College's ethos, policies and practices.**

Recruit and retain high quality teaching and support staff with a demonstrated commitment to the Christian ethos of the College, ensuring all teaching staff are fully accredited as teachers by the Lutheran Church of Australia.

Provide ongoing support and professional development to ensure staff are equipped to support the College's ethos, policies and practices.

**Provide infrastructure and resources that facilitate a high standard of teaching and meet students' learning needs.**

Target available resources to ensure desired strategic outcomes are realised.

Invest in upgrading and improvements to infrastructure and facilities.

**Ensure financial resources are utilised effectively to maximise capacity and capability potential.**

Ensure responsible financial stewardship of College resources.

Implement a business model which meets the challenges of the constantly changing landscape of the education sector.

**Explore opportunities for the future development of the College.**

Utilise planning and auditing techniques to ensure the College is operated in a sustainable manner.

Develop a long term vision for the College by creating and reviewing strategic and master plans.



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Purpose with Integrity

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