



God in all things

Strategic Plan

2015–2018

St Peters Lutheran School, Blackwood



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Message from the Principal



Schools are places of learning! We all want our children to learn, yes, but we also want them to thrive – to vigorously grow and flourish into the people they were created to be. Thriving occurs when the learning environment is purposeful, relevant, enjoyable and happens with people whom you have positive and trusted relationships. St Peters Lutheran School is a place where we believe our students can and do learn and thrive!

In order to create this kind of learning environment and culture, there needs to be core values that enable us as staff and parents to work together in a common understanding. As a Lutheran Education Australia (LEA) school, our values are that of all Lutheran schools where love, compassion, forgiveness, faith, justice, humility, courage, hope and service are integral in the way we live and learn together in community. Alongside we incorporate the Learner Profile of the International Baccalaureate (IB) which shows that in our classrooms we care, ask questions, take risks, communicate well, think, are balanced, reflective, principled, knowledgeable and open-minded. These shared values give our school's

culture a unique blend where students can immerse themselves in their learning and be constantly supported and encouraged as they go.

In looking forward as a community, it is important to reflect on the things that have worked well in the past as well as honestly addressing areas where there is need for improvement. The plan for the next years is a combination of strengthening the things that we already do well and to be open to change as it impacts on us in the years ahead. An integral part of our planning is ensuring that we can appropriately resource all the things we need to do. We are committed to both curricula and extra-curricula activities being offered as widely as possible.

This plan will change as we continue to grow. Our school council and leadership staff will constantly review the school's progress and make changes if circumstances require.

There are exciting times ahead for our community and we look forward to taking this journey with our students and families.

Mark Rathjen
Principal
St Peters Lutheran School

*When schools flourish,
everything flourishes*
– Martin Luther



From the Governing Council

It is a pleasure to work with the council, staff and school community to build and grow this great school.

As a governing council we are aware of the challenges and opportunities facing our school and community. This plan provides a foundation and direction for the council to work towards to ensure that our school builds on its success and continues to thrive.

The past 2–3 years have seen Australia's school funding under review. The council is acutely aware that as we move into a federal and state government climate where funding is potentially not as generous as in previous years, a strong enrolment is more important than ever. Maintaining close-to-capacity enrolments enables a robust community and a healthy financial position ensuring that we can continue to employ high quality staff and provide

Darren Gray
Chairman
St Peters Lutheran School Council

the best resources we can. We are working with the staff to identify strategies to sustainably build and maintain our enrolments to enable our school to thrive.

The council is made up of both parents and members of the St Peters Lutheran Church community with a balanced mix of skills and experience – its key aim is to ensure transparency and accountability in decision-making.

I look forward to working with the council and staff to implement this Strategic Plan and play a part in the ongoing growth and development of St Peters Lutheran School.

Our school – Mission, Purpose and Values

St Peters Lutheran School opened in 1999 and has grown from 33 students to approximately 230 in 2015. Our school caters for children from three and four years of age in the Early Learning Centre (ELC) through to the end of the primary years in Year 7. We are now well established with excellent facilities for learning and play. Our classrooms are welcoming and well-appointed amongst beautiful grounds; providing opportunities for creative and purposeful play and learning.

St Peters is part of the Lutheran Education Australia (LEA) system which includes pre-school centres, primary schools, secondary schools and R-12 Schools, educating nearly 40 000 students.

Since the school opened, we have sought to encourage our students to become responsible and motivated learners. From the formative years in the ELC, through to

graduation at Year 7, our students are empowered to become independent and collaborative; armed with the tools to become successful learners in the 21st century. Through the program of inquiry, including the primary year's program (PYP) of the International Baccalaureate (IB), students are supported to learn how to learn.

As children are specially and uniquely made, we aim to work harmoniously with every family, helping each one develop their God-given gifts and talents enabling them to be young people who can live and love in community and serve those around them. Our staff are committed to developing themselves as people and professionals so they can lead the learning programs within our school to the benefit of all our students.

Our Mission Statement

St Peters Lutheran School, where the message of Christ is communicated and celebrated, is a caring, supportive, learning community that encourages global consciousness and responsible action and creates life-long learners.

Our Purpose

To lead in the development of an innovative learning community and culture where the message of God's saving grace and love provides the freedom and empowerment for every student to learn.

Our Values

Christ Centred — We learn about and share the love of Christ in everything we do: every day; every lesson; every classroom.

Loving — As a response to God's love for us, together we care and serve those in our community. We value and build caring relationships between all our members.

Inclusive — We all learn at different rates and with a different set of abilities. We support everyone in our community to meet their social, emotional, physical and spiritual needs.

Service — We are called to serve to meet each other's needs graciously and compassionately.

Relationships & Community

To be a community that embraces and builds quality relationships, using our collective gifts and talents to serve God, each other and the school.

Outcomes

A strong collaboration between St Peters school and church

Strong and inclusive parent partnerships and relationships within the school

An inclusive culture and learning environment that embrace all races, genders, religion, abilities and learning needs

Communication and learning systems that enhance our ability to perform

Actions

Promote and support church activities within the school setting.
Develop opportunities for the church membership to be active within the school (e.g. Learning Assistance Program (LAP) helpers, primary resources, cottage garden).

Encourage partnerships within the learning program (e.g. guest speakers, coaches, LAP helpers).
All volunteers in our community are provided with appropriate service training (e.g. Valuing Save Communities (VSC) training).
Seek parent feedback and encourage ongoing collaborative dialogue.

Ensure students with English as Second Language are provided appropriate support in all aspects.
All staff to undertake ongoing Professional Development (PD) to cater for student needs.
Continue to practise and promote activities and behaviors that build a culture that is welcoming, accepting and inclusive of all children and their families.

Develop and promote eCommunication (eg new website).
Review current communication systems and establish a strategy to improve communication across the school.
Continue to find efficient and helpful forums and mediums to share information with parents (including face to face and eCommunication).



Teaching & Learning

To develop and embed best teaching and learning practices so all have opportunities to reach their God-given potential.

Outcomes

A highly professional school staff

Apply and exceed the national professional standards for teaching set by Australian Institute for Teaching and School Leadership (AITSL).

Create and implement a performance review policy for all staff.

Implement programs and initiatives to develop planning teams, promote productive pedagogies and build leadership capacity (e.g. Professional Learning Plans (PLP), leadership training).

Ensure all staff are in-serviced as required by LEA (e.g. Pathways, Equip and VSC).

Innovative learning programs and environments that cater for the needs of every learner

Use data and research to inform learning directions and best practice.

Provide curriculum differentiation.

Measure literacy and numeracy improvement via NAPLAN, other testing and assessment tools.

Explore ways to expand the school's music programme.

Successful learners that are actively growing and developing

Create learning environments where all students can be successful.

Develop processes where all stakeholders have a shared understanding of successful learning.

'Inquiry' as the approach to all learning

Fulfill requirements as required by IB (evaluation, PD).

Review staff PD process to ensure it is focused on best practice around inquiry learning.

Seek ways to inform the parent body of IB/PYP philosophy and practice.

e-Learning & Innovation

To develop a culture where digital learning and innovation is an integral part of the school's learning program.

Outcomes

An ICT mission and vision is embedded in the whole school

ICT services are well developed and implemented throughout the whole school

Digital Learning is a focus for all staff PLP's

Web-based resources that encourage collaboration, creativity and positive communication are used by all

Actions

Create a 3 Year Information Communication Technology (ICT) vision for the school and involve key stakeholders in the process.

Embed responsible digital citizenship as a key component of all ICT.

Increase technical support and ICT key teacher time.

Include ICT as integral part of the curriculum planning (ie on all unit planners).

Continually review ICT infrastructure to ensure it is robust and safe for staff and student usage.

Review ongoing need for all ICT hardware.

Identify appropriate AISTL standards to become part of all staff PLPs.

Reflection and sharing of learning to become integral part of PLP reflection (e.g. Blogging)

Use the school website to link classroom/student learning.

Regularly review the Bring Your Own Device Policy (BYOD) effectiveness.

Investigate how BYOD links effectively with IB program and can enhance inquiry learning.

Focus on ICT needs in Junior School (where BYOD is not embedded).

Space & Place

To have a safe school environment which encourages play, learning and activity and can change as our school changes.

Outcomes

High quality facilities that meet the needs of the school and learning

Great play spaces and healthy school community and environment

A safe and sound environment for the school community

Actions

Implement the facilities master plan.
Refurbish the administration centre.
Develop a detailed plan to build new classrooms (including financing options).

Upgrade/build play spaces for primary and ELC students.
Participate in nature play-learning programs to enhance curriculum and extra-curricular activities.
Explore sustainability projects (e.g. food gardens, chickens) and local environmental stewardship programs in the local community.
Investigate well-being programs for school community.
Explore nature play-learning spaces in south-east corner of campus.
Review uniform policy as it relates to active play.

Annually review and maintain the bushfire policies and procedures.
Undertake whole school training in fire and other emergency procedures.
Undertake regular reviews to ensure that adequate and effective processes are in place to ensure grounds and classrooms are safe.
Maintain regular working bees.

Leadership & Governance

To ensure our school is well governed and resources now and for the future.

Outcomes

Full enrolment to provide a sustainable future

Excellence in accountability and governance

A high performing organisation

Actions

Develop a marketing plan.

Promote the school to new residents in the area.

Maintain positive brand recognition.

Continue Principal's tours and investigate new ways to have people visit our school.

Provide friendly and welcoming atmosphere at all points of contact.

Participate in wider community events.

Work towards a skill based School Council, which includes representation from the school and church community.

Undertake an annual review of Council structures and processes.

Ensure appropriate checks and balances are in place to maintain a high level of accountability.

Undertake regular PD for Council members (especially via LSA and Association of Independent Schools of South Australia).

Develop an operations plan for continued improvement.

Maintain commitment to tight fiscal controls and ensure sustainable financial health of the school.

Investigate innovative ways to increase revenue that are consistent with the mission and values of the school.





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