



STRATEGIC PLAN

SOARING 2.1



St John's
LUTHERAN PRIMARY SCHOOL



OUR FOUNDATIONS & CORNERSTONE

St John's is a school of the Lutheran Church. The Foundation of Lutheran Education is the Gospel of Jesus Christ which informs all Learning and Teaching, all Human Relationships, and all Activities. *[The LCA and its Schools, 2001]*. Lutheran schools aim to encourage and support students, informed and sustained by the Word of God, to develop their God given talents so that they may shape and enrich their world. *[A Vision for Learners and Learning in Lutheran Schools]*



OUR MISSION & PURPOSE

Loving, Living and Learning with Christ



OUR VISION & DIRECTION

To provide a high-quality, holistic, Christian co-education, in the Lutheran tradition, that shapes heads, hearts and hands and provides a safe environment where students can flourish, starting small and dreaming big.



OUR COMMITMENT & DRIVE



Community

We foster our community and the relationships we form through connection, friendship and kindness.

- Faith guides and strengthens our relationships.
- Everyone belongs.



Character

We shape our character by being Christ-led, compassionate and respectful.

- Christ calls us to serve others.
- Everyone has the opportunity to flourish.
- People are our focus.



Courage

We are courageous in our learning and actions and humbly aim to reach our learning and personal potential.

- Excellence honours Christ.
- Every child can learn to their potential.
- Learning is an adventure.



OUR VALUES & SPIRIT

6 Rs

Respect	For self and others
Rigour	Work hard, work tough
Responsibility	For learning and actions
Resilience	Keep on, keeping on
Random Acts of Kindness	It's cool to be kind
Relationships	People - The reason



STRATEGIC PRIORITIES

ST JOHN'S LUTHERAN
PRIMARY SCHOOL



MINISTRY AND MISSION

DISCIPLESHIP: OUR SPIRITUAL
PURPOSE



LEARNING AND INNOVATION

OWNERSHIP: OUR TEACHING
AND LEARNING PURPOSE



COMMUNITY AND CONNECTIONS

RELATIONSHIPS: OUR COMMUNITY
PURPOSE



SUSTAINABILITY AND DEVELOPMENT

STEWARDSHIP: OUR CORPORATE
PURPOSE





VISION 1 – MINISTRY AND MISSION

Discipleship: A journey of spiritual and personal growth

We deliver Gospel-centred teachings, pastoral programs and service-learning opportunities through our Lutheran Lens of Christian Education. Our mission is to foster and promote spiritual growth both within and beyond our community by actively sharing and nurturing faith development. Using our God given gifts and talents we strive to serve others and form meaningful relationships with community.

We aim to:

- Promote and support understandings of our Lutheran mission, vision and values within and outside of the St John's Lutheran Primary School community – Free to Flourish focus school from 2024.
- Share the Good News of Jesus through our teaching of Christian studies, Devotions, Chapel Services, Community Sundays and engaging with our School Pastor.
- Exemplify Christ's values through promoting and supporting positive behaviours, implementing wellbeing and social programs, and collaborating with our School and Parish Pastors.
- Engage students in service-learning experiences that encourage empathy and extend their perspectives beyond personal boundaries, fostering a profound understanding of the world and nurturing their sense of social responsibility for all.
- As a school, in collaboration with the Church, we aim to strengthen the Christian presence within our community. This joint effort enhances our collective impact and fosters deeper connections and outreach.



VISION 2 – LEARNING AND INNOVATION

Ownership: Our teaching and learning purpose

Our commitment includes building comprehensive, research-driven learning programs that support diverse student journeys, encouraging everyone to strive and achieve their God-given abilities and talents. We prioritise developing strong literacy and numeracy skills which support our pedagogy of Inquiry Based Learning across Key Learning Areas, including Christian Studies.

We aim to:

- Build students essential skills and abilities in literacy and numeracy through differentiated curriculum and planning.
- Utilise student assessment data to inform learning intentions, set goals for individual student pathways and support teaching outcomes.
- Develop unit planning with the latest Australian Curriculum standards and best practice in education, encompassing clear learning intentions, aligned assessments tasks, real-world connections, integration of technology and reciprocal community partnerships.
- Nurture learners who actively pursue knowledge by developing intrinsic curiosity, creativity, communication, collaboration, and proficiency in critical thinking skills.
- Cultivate students' intellectual and emotional intelligence, fostering a holistic approach that encompasses academic achievement, pastoral care, and overall wellbeing.





VISION 3 – COMMUNITY AND CONNECTIONS

Relationships: Our community purpose

We aim to establish and foster authentic, mutually beneficial relationships with key individuals and groups both within and beyond the education sector. Our interactions are guided by love and grace, reflecting a deep respect and empathy for diverse circumstances, backgrounds, cultures, and intentions. We communicate with integrity and transparency, striving to be fair and equitable, aligning with all relevant legislations.

We aim to:

- Enhance the school's reciprocal partnerships by engaging in respectful and authentic communication and actions, fortifying collaborations with external stakeholders.
- Provide stakeholders with relevant and clear communication and feedback at key junctures aiming to create unity.
- Cultivate meaningful educational connections and collaborations with diverse communities, spanning both local and national context.
- Promote an inclusive environment by fostering cross-cultural awareness, celebrating achievements, and creating practices that encourage collaboration and connection.
- Ensure clear communication of government and legislative obligations for the school, emphasising a comprehensive approach whilst promoting (head), empathy and compassion (heart), and practical application (hands).



VISION 4 – SUSTAINABILITY AND DEVELOPMENT

Stewardship: Our corporate purpose

We aim to establish effective structures and frameworks for ongoing improvement across all aspects of our operations. This commitment extends to maintaining sustainability in governance structures, policies, financial practices, physical infrastructure, information technology, strategy, operations, marketing, and human resources, aligning with our strategic intent.

We aim to:

- Development of a reviewed Master Plan in conjunction with experts and key stakeholders. This Master Plan will be driven by contemporary education and feedback from the community.
- Implement an annual staff appraisal process and procedures in alignment with AISTL standards and resources to ensure continued professional growth of staff.
- Establish a comprehensive macro risk register covering key governance areas and a risk register to oversee operational management.
- Conduct thorough research and analysis of the most current financial data and analytics to inform all financial decisions and strategic and operational plans.
- Maintain a steadfast commitment to delivering high-quality Christian education while ensuring affordability and achieving excellence in outcomes.

