



2020 VISION
SOARING



St John's
LUTHERAN PRIMARY SCHOOL

THE SMALL SCHOOL SHAPING BIG FUTURES



MESSAGE FROM THE PRINCIPAL

THIS DOCUMENT SERVES TO PROVIDE A FOCUS FOR THE DIRECTION OF ST JOHN'S LUTHERAN PRIMARY SCHOOL, BUNDABERG FROM 2017 TO 2020.

Throughout 2016, our School Council along with senior leadership have collaborated to build this strategy. Reference groups from across our school and Church community were consulted and feedback used to inform our 2020 Vision.

Together, as a community, we can shape our future and measure our progress if we are focused, well-informed and proactive about the changing environment in which we serve and operate.

To know that St John's Lutheran Primary School is

vision-centred paves the way for us to aspire to, and achieve great things.

As a Lutheran school we are challenged to continue to build a vision knowing with confidence that God is with us in all we do.

This vision sets the parameters needed to meet the challenges ahead, and I commend it to everyone, as we together aspire to provide excellence in Christian education for all students who will call St John's their school.

In His Service

Chris Mallett





1. OUR MISSION & PURPOSE

Loving, Living and Learning with Christ



2. OUR VISION & DIRECTION

To be recognised as the small school shaping big futures



3. OUR VALUES & RESPECT

RESPECT

For self and others

RESILIENCE

Keep on keeping on

RIGOUR

Work hard, work tough

RANDOM ACTS OF KINDNESS

It's cool to be kind

RESPONSIBILITY

For learning and actions

RELATIONSHIPS

The reason



4. OUR STRENGTHS & ASSETS

- We are a caring community where relationships are important
- We have committed, professional staff
- We are a resilient community
- We are inclusive and celebrate individual difference
- We have high quality resources and facilities
- We are committed to providing a high quality, affordable education
- We offer a safe place for students and staff
- We are learner-focused





5. OUR PRIORITIES & FOCUS

HARNESS GREATER COMMUNITY ENGAGEMENT TO ENHANCE THE LEARNING OF EACH STUDENT.

Deeply embedded learning occurs where the new knowledge, skills and concepts are able to be applied to a real life problem or situation. Whilst these applications can be simulated in a school setting, partnerships with external community services, businesses, clubs and associations offer genuine opportunities for this practical application of learning. The development of new partnerships and strengthening of existing ones offer the potential for mutual benefits for St John's Lutheran Primary School staff and students as well as the community groups and agencies involved. Service Learning opportunities for students and staff could be leveraged from such partnerships. Extra-curricular opportunities may also be able to be offered with the assistance of community clubs and groups that would be difficult to provide within the current resource limitations of the school. Closer connections with our local congregation offer opportunities for mutual ministry, worship and learning.

A COMMITMENT TO INNOVATION WITHIN THE DELIVERY OF OUR EVIDENCE-BASED STUDENT LEARNING PROGRAMS AND ACTIVITIES.

Whilst our community acknowledges the quality of teaching and learning that is already evident at St John's Lutheran Primary School, we honour a focus to continue to improve and fine-tune in this area. The skills and attributes seen as important for the jobs of tomorrow are not just those that revolve around the manipulation of technology. Today's students will also need to develop resilience, confidence, calculated risk-taking, collaboration, creativity and cognitive agility. Whilst a strong foundation in literacy and numeracy will always be the starting point to a great education, it is not enough in itself where society is adapting and evolving at an ever increasing rate. We therefore recognise the obligation we have to continue to develop our teachers, our teaching, and our learning spaces so that the learning experienced by the students will best prepare them for their future rather than our past.





6. OPERATIONAL INTENTIONS

MINISTRY AND MISSION

We aspire to continue to develop and deliver Gospel-centred pastoral care processes and structures to support the Christian growth and development of students, staff, parents and the wider community.

Mission, Vision and Values

- Promote our mission, vision and values within, and outside of the St John's community
- Teach Christian values through relevant Christian Studies, Chapel services, Community Sunday Services and allied social skills programs, in accordance with Lutheran teachings and beliefs.

St John's Church and School Community

- Develop and implement strategies to improve the sharing of resources
- Encourage cross promotion of each other's events and initiatives
- Explore school and Church partnerships

LEARNING AND INNOVATION

We aspire to continue to develop a strong whole school learning program that ensures students' diverse learning journeys are met in an holistic manner in order that all strive to achieve to their God-given abilities.

Learning Programs and Structures

- Clarify and communicate learning principles to the school community
- Foster creativity, innovation and critical thinking
- Maintain the balance between learning the 'basics' with a focus on inquiry for deeper meaning and understanding.
- Formulate a coherent, school-based pedagogical framework which clearly defines what, when, how, where and why of curriculum at St John's
- Monitor and review technology initiatives such as iPads, etc.
- Develop an IT operational plan in order to identify current and future needs

Individual Potential

- Research and develop differentiation practices within the teaching and learning context
- Develop students emotional intelligence and wellbeing
- Integrate technology to enhance learning outcomes and access



COMMUNITY, CULTURE AND CONNECTIONS

We aspire to promote St John's Lutheran Primary School as the distinctive small Christian school shaping big futures within the region and beyond. Grounded in Christ we seek to foster a culture of love, acceptance, compassion, tolerance and service.

School Community

- Understand and promote cross-cultural awareness and acceptance
- Foster a culture of service
- Identify and celebrate achievement
- Further enhance communication within the community
- Continually seeking to unify all stakeholders – students, staff, parents, congregation.

RESOURCES AND DEVELOPMENT

We aspire to ensure St John's is sustainable in the areas of governance structures and policies, financial practices, physical infrastructure, marketing and human resources.

Infrastructure

- Develop a facilities plan (in alignment with the Master Plan) to meet the current and future needs of the school
- Consult with relevant stakeholders regarding the future development of the school facilities

Governance

- Provide education and training for members of the Council
- Consider and develop succession planning initiatives for membership on Council
- Review safety and compliance planning

Finance

- Develop a financial plan to support strategic initiatives

Marketing

- Develop a marketing plan to support strategic initiatives

Human Resources

- Consider short, medium and long term administrative structures/positions in the school to support the rollout of strategic initiatives
- Review all role descriptions and update where necessary
- Develop and undertake annual staff reviews and appraisals, measured against role descriptions and/or the AITSL standards (growing deep framework – LEA)
- Provide cost effective, relevant professional learning opportunities based on outcomes/goals from appraisals and reviews





SOARING 2020 VISION

OUR MISSION & PURPOSE

Loving, Living and Learning with Christ

OUR VISION & DIRECTION

To be recognised as the small school shaping big futures

OUR VALUES & SPIRIT

Respect, Rigour, Responsibility,
Relationships, Resilience,
Random Acts of Kindness

OUR STRENGTHS & ASSETS

- We are a **caring community** where relationships are important
- We have a committed, **professional** staff
- Our community is **resilient**
- We are **inclusive** and celebrate individual difference
- Our school has **high quality** resources and facilities
- Our school remains committed to providing a high quality, **affordable education**
- Our school is a **safe** place for students and staff
- Our school remains **learner-focussed**

OUR PRIORITIES & FOCUS

1. Harness greater community engagement to enhance the learning of each student.
2. A commitment to innovation within the delivery of our evidence-based student learning programs and activities.

OUR LEARNING BEHAVIOURS & ATTITUDES

Curious, Communicative, Collaborative,
Creative, Compassionate

OUR TEACHING & PEDAGOGY

- Inquiry-Based Learning
- Strong foundations in Literacy and Numeracy

OUR COMMITMENT & DRIVE

People and Relationships





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