

St Martins Lutheran College - Strategic Plan 2021 to 2025

'Purpose' is the reason why we do what we do. Why our learning community is important. Our central cause. It is a common aspiration that draws the learning community together, binds and inspires us to strive to achieve outstanding outcomes.

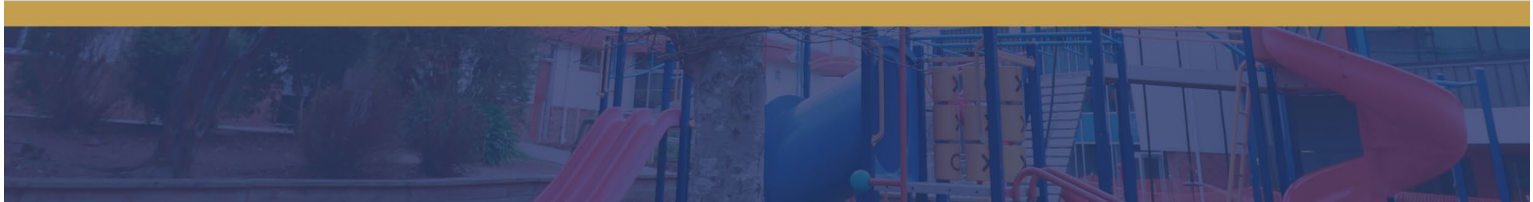
PURPOSE

We are a welcoming, caring, Christ-centred learning community where students grow, flourish and are inspired to make a difference.

'Values' describe the principles that guide how we behave as individuals, as a learning community and when interacting with other people, organisations and the world. Values guide our thoughts and actions. Together, the Purpose and Values are the school's moral compass. They describe what the community as a whole believes is right and important. They say 'This is who we are and what we stand for'.

VALUES

| Respect | Faith | Compassion | Growth | Encouragement | Hope |
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| We treat everyone with fairness and offer acceptance to all with genuine concern for the rights and well-being of the community. | We share the love and grace of God with everyone in everything we do. Our community is nurtured spiritually to create an awareness of the strength we have in Christ. | The St Martins community demonstrates kindness and service to others. We are open and responsive to the needs of others, reaching out and actively caring for those in need. | We value development in learning and wisdom by encouraging students and staff to be curious and inquisitive about the world around them, motivating them to build on their strengths. | We are guided to be our best and to look for the best in others. | We are inspired to view the world with optimism. We treat challenges as opportunities to build resilience. Our aim is to build a positive mindset that is open to learning. Those who hope in the Lord will renew their strength. |
| Matthew 7:12 So in everything, do to others what you would have them do to you. | Proverbs 3:5 (NIV) Trust in the Lord with all your heart. Do not depend on your own understanding. | Ephesians 4:32 Be kind and compassionate to one another, forgiving each other, just as Christ God forgave you | 2 Peter 3:18 But grow in the grace and knowledge of our Lord and Saviour Jesus Christ. | 1 Thessalonians 5:11a Therefore encourage one another and build each other up. | Romans 15:13 May the God of hope fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit. |



Our **‘Vision’** describes what we aspire to be; what we want the learning community to look like in five years’ time. Our Vision is a clear milestone along the road towards fulfilling our Purpose. It describes the measurable impact we want to make, the changes that will happen by a nominated milestone date.

Our **‘Mission’** describes how we will get to our next major destination (achieve our Vision) enroute to fulfilling our Purpose. Our Mission describes how we carry out our business – who we serve and what is distinctive about the things we do. It guides our actions by helping to distinguish between the things we should do and the things we should not do.

The **‘Vision and Mission’** are closely aligned and may appear to overlap. This is inevitable, given that the Mission describes what will be done and the Vision describes the change that will be achieved by doing those things. The Mission statement, however, provides staff with a more detailed guide as to the types of things they need to do and keep in mind as they go about their work for the next five years, to ensure the required changes and outcomes are achieved.

VISION

We will be known as a College in which everyone is welcome, cared for and feels proud to belong. Our highly skilled, dedicated staff will partner with families and the community to support and challenge each student to engage with learning and achieve their best. Our College environment will excite, inspire and enable flexible approaches to teaching.

MISSION

Christian values and positive relationships are at the centre of everything we do. Each member of our community feels cared for, empowered and that they belong. We work together as stewards of God’s creation for a sustainable future.

We are committed to continually improving and striving for excellence. Informed by research and a contemporary understanding of education, we use flexible, innovative approaches to inspire each student to engage positively in learning. We support each student to develop life skills, resilience and wellbeing. We encourage them to use their gifts and pursue their passions, celebrating achievement and personal growth.

Learning, community and social spaces are established to support connection, engagement and flexible approaches to learning. Our College environment is continually developed to excite, inspire and provide access for all.

A **‘Strategy’** is an initiative designed to (either individually or in concert with other strategies) address one or more of the Strategic Priorities and/or achieve one or more of the results encapsulated in the Vision and Mission.

STRATEGIC PRIORITIES & STRATEGIES

CULTURE

Promote whole College wellbeing.
Embed the Lutheran ethos.
Further develop structures to underpin culture and wellbeing.
Promote whole College identity.
Review the College’s student uniform.

LEARNING

Establish a Learning Working Group.
Improve teacher understanding of Nationally Consistent Collection of Data (NCCD) requirements.
Further improve standard of student literacy across the College.
Foster a greater focus on inquiry learning across the College.
Foster a culture of collaboration across the College

SPACES & FACILITIES

Create a new site master plan.
Establish an ongoing program of minor works and refurbishment.
Identify and prioritise short-term space and facility requirements and develop plans to address them.

