

Strategic Plan
2014 – 2016



PEACE LUTHERAN
PRIMARY SCHOOL

Our Key Statements

Our Vision

Peace Lutheran Primary School is a school with a heart, fostering a passion for lifelong learning and spiritual nurturing and preparing students to build a better future based on Christ's love, compassion and forgiveness.

Our Mission

A Christ centred community nurturing and inspiring children's hearts and minds – Peace strives to achieve academic excellence in a quality educational setting that recognises and values children's individuality.

Our Values

HONESTY AND INTEGRITY

Being fair; responsible and trustworthy

COOPERATION

Getting on with others, taking turns, teamwork, group work

FORGIVENESS

Showing God's love, not holding a grudge

HUMILITY

Having a humble attitude, showing sportsmanship

HOPE

Looking on the bright side, being resilient

RELATIONSHIPS

Caring and supporting others, showing compassion, being a friend

PERSEVERANCE

Doing your best to be your best

SERVICE

Serving the community and church, doing things for others

COURAGE

Facing your fears, taking risks, standing up for what is right

RESPECT / ACCEPTING DIFFERENCES

Showing appreciation, respect for property self and others, giving a fair go, having patience and tolerance

Our Beliefs

the Bible is the supreme authority for Christian faith and life;

- ✚ each person is a unique creation of God;
- ✚ we should achieve the best we can;
- ✚ learning is a developmental process;
- ✚ the building of relationships is central to effective teaching and learning;
- ✚ serving others is the best way to show our appreciation of God's love and
- ✚ the Holy Spirit leads students, staff, parents and the wider community to strengthen their relationship with Jesus Christ and find meaning in their lives

Our Shared Understandings

We believe that all learners must be valued and respected. They deserve encouragement and need to experience success. We recognise that they learn in different ways and that they can accept more responsibility for their learning and more independence as they grow older. Our students need to be taught how to learn, reflect, think deeply, organise themselves and manage time. We know that children learn best when:

- ✦ the learning environment is safe, supportive and sets high expectations;
- ✦ individual needs are met;
- ✦ they have a shared understanding of expectations;
- ✦ new units of work build on previous knowledge and understanding;
- ✦ they are appropriately challenged;
- ✦ learning involves active partnerships with parents, peers, teachers and members of the Church and the wider community;
- ✦ diversity is celebrated and reflection is actively encouraged;
- ✦ learning is driven by curiosity and there is the freedom to explore, ask questions and take risks and
- ✦ they engage in authentic and relevant real-life tasks

At Peace, it's all about

CHILDREN AND STAFF

- ✓ Growing as individuals
- ✓ Discovering new worlds
- ✓ Taking up the challenge

TEACHING AND LEARNING

- ✓ Building foundations
- ✓ Challenging programs
- ✓ Learning for life

CHRISTIAN LIFE AND FAITH

- ✓ Growing in faith
- ✓ Changing our lives
- ✓ Touching community

SCHOOL AND COMMUNITY

- ✓ Caring and belonging
- ✓ Living and growing as a school family
- ✓ Reaching beyond the school gate

Peace Lutheran Primary School, Strategic Plan 2014 - 2017

Its core statements drive Peace Lutheran Primary School. The school's vision, mission and values are anchor points underpinning all that the school does and is. These documents are supported by core beliefs and shared understandings [see pages 1,2].

OUR STRATEGIC INTENT

DELIVERING EDUCATIONAL EXCELLENCE

- Continually improving the educational program of the school
- Students equipped for lifelong learning

SHARING OUR CHRISTIAN IDENTITY

- Giving expression to our Christian ethos in what we do and are
- Building and strengthening home / school partnerships

DRIVING RESPONSIBLE STEWARDSHIP

- Ensuring financial sustainability of the school whilst remaining accessible and providing value for money
- Intentionally planning to ensure the most effective use of our quality environments (people, resources, buildings and spaces)

OUR KEY STRATEGIES AND GOALS

An excellent curriculum

- Focus strongly on literacy and numeracy across all year levels for all students;
- Implement Australian Curriculum within the context of clearly defined PLPS distinctives;
- Redefine *staging* with respect of class size and Australian Curriculum;
- Improve educational outcomes [including NAPLAN];
- Challenge every child to do and be its best.

Effective pedagogy

- Implement innovative, effective teaching and learning;
- Provide challenging, supportive differentiation [learning support / enrichment] for all students who need it;
- Use technology authentically and effectively to improve student learning outcomes;
- Use technology ethically with safe protocols in place for all intranets;
- Further improve data-informed teaching and learning decision making - for individual students and for the school;
- Provide flexible and effective learning environments.

Relational management

- Strengthen relational management including restorative practice;
- Deepen and strengthen explicit teaching of values;
- Expect good manners.

Community wellbeing

- Expand pastoral care and counselling services;
- Support well being of staff, students and parents;
- Deepen focus on *Bounce Back* and *Games Factory*;
- Ensure students feel safe at school;
- Ensure students are well rounded, the school focusing on holistic education [their emotional, social, spiritual, educational and physical needs are understood and supported].

Christian faith

- Provide opportunities to develop students' trust in God;
- Continue to be innovative with school and Sunday services;
- Deepen involvement in the wider community [e.g. choir, PNG, community service, service learning] and explore new partnerships [e.g. Sudanese homework club].

Parent school partnerships

- Offer parent education;
- Build understanding of education as partnership between home and school;
- Deliver timely, open, multimodal communication with and between staff, parents and children.

Strategic development

- Develop with Plainland an agreed strategic view of Lutheran education in the Lockyer Valley;
- **Form a Futures Committee and drive master planning and long term development;**
- Determine the projected size of the school;
- Liaise with the kindergarten and playgroup to grow relationships and strengthen enrolments;
- Refresh / refurbish classrooms and external spaces to make them more flexible and inviting.

Financial management

- Continue to be accessible, affordable;
- Review policies and communications about class size;
- Establish scholarships (from last plan).

Quality staffing

- Continue to improve coaching of staff;
- Determine when a (part time) Head of Teaching and Learning position (including ICT) and a full time Deputy can be afforded and appoint as soon as viable.

Some challenges to be aware of and manage (SWOT)

An environmental analysis revealed the following challenges and opportunities, which the school needs to monitor as we implement our strategic plan.

Strengths [internal, positive]

- Christian ethos
- Collaborative teaching
- Excellent facilities and resources
- Future focussed innovative and flexible
- Student centred
- Teachers as learners

Weaknesses [internal, negative]

- Older classrooms and less flexible learning spaces
- Behaviour management – restorative justice
- Mathematics
- Special needs education
- Literacy and numeracy lost within the crowded curriculum
- Sport
- Parent communication

Opportunities [external, positive]

- Partnerships with high schools and Plainland
- Growth in the Lockyer Valley
- Service Learning opportunities
- Embedding technology as a pedagogical tool as resourcing improves
- Understanding 21 century learning better
- Using technology for marketing and communication with home
- Using technology to build relationships with other schools, other cultures

Threats [external, negative]

- Increased numbers of students with special needs, extension and learning difficulties
- Rate of change
- Stagnant growth west of Gatton and in Gatton
- Australian Curriculum complexity of implementation
- Loosing focus on holistic education
- Pressure to adopt fads

We (still) want people to say about us that

- The children do well in their studies here,
- There's a great sense of community here,
- The school supports us,
- We have fun together,
- It's a busy place, always something happening here,
- It has an impact for good on our local community

Our dream is (still)

- To get better and better at identifying and then catering to the children's needs,
- To be a vibrant, active, involved part of the Lockyer Valley Community
- To have stronger links between the school and Peace church
- To remain technologically relevant
- To identify and successfully support families in need (social, emotional, financial)
- To have more parent involvement

Operationalizing the plan and reporting to the key results

Each year the school administration prepares an annual business plan identifying particular elements of the strategic plan that will be the focus for that year. This plan should also identify whose responsibility each key result is and how the Council can evaluate whether the key result has been attained.

Over the life of the plan, the key results are thus achieved and in doing so the strategic intent of the plan is also realised.

The Council receives regular reports on progress against the strategic plan at their monthly meetings.

A plan is, however, just that: a plan! Circumstances can change rapidly with a subsequent need to change the strategic plan. Plans should be flexible and always the administration and governing body looks at its surrounds (political, economic, social and church) to ensure the plan is always set in the right direction for the ultimate goal – realisation of the vision and mission of the school.

Parked items (carry over)

As the Strategic Planning unfolded, several issues were identified which while not fitting directly into the Strategic Plan nevertheless need at some time to be addressed and managed.

Some (struck out) have been embedded within this new plan or have already been advanced. The items identified and remaining include but are not restricted to the following:

- Equipping council members and the parent and staff community so that they can take political action to advocate for the school and its future with all three tiers of government
- ~~Investigating the feasibility of a kindergarten being co-located on site~~
- ~~Determining if there is adjacent land which is available to the school, or could be purchased by the school~~
- ~~Looking at the entire footprint of the Peace community to see if there are opportunities for more effective use of the site~~
- Evaluating the benefits and risks of how the school receives incorporation
- PNG relationships and how they can be best served in mutually sustainable and beneficial ways
-