

Good Shepherd

Lutheran School | Para Vista

Active and connected, growing for LIFE



Geared for Success

School Improvement Plan 2016 - 2019



LOVEOPTIMISMCREATIVITY

Preface

Good Shepherd Lutheran School is a Reception to Year 6 primary school situated in the North Eastern suburbs of Adelaide. The school has an enrolment of approximately 350 students grouped into 4 stages of learning and divided into 13 classes. The school is located within a low socio economic demographic and experiencing increased diversity and multiculturalism.

Demand for places at Good Shepherd is high and the school is responding with measured growth (5 additional classes by 2022) to ensure culture and climate are maintained and strengthened.

The school has a clear focus on proclaiming the good news of Jesus Christ and providing a quality educational program that seeks to prepare students for life. This is done in the context of a caring community. All students are valued as unique individuals who are challenged to fulfil their God given potential. Our curriculum focuses strongly on Literacy and Numeracy while also providing rich experiences in all other disciplines and a growing commitment to the National STEM School Education Strategy 2016 – 20126.

Our specialist areas include Visual and Creative Arts, Physical Education and LOTE. We also have various processes in place to provide support to students in their learning journey. Science, coding, gardening and strategy clubs stretch children to develop 21st century skills and capabilities. We enjoy strong partnerships with our families who are involved in many aspects of school life. Our students and staff enjoy the benefits of working in a well-resourced and safe environment.

Together with Endeavour College we aim to provide a seamless Reception to Year 12 Lutheran education for families in our catchment. Our graduating students have priority entry at Endeavour.

The School Improvement Plan maps the school's enactment of the vision...

Active and connected, growing for LIFE

and is underpinned by the values of Love, Optimism and Creativity, and the school's Learning Principles.

Reform Areas

The Good Shepherd Lutheran School, *School Improvement Plan* purposefully address and serves to ensure the School's improvement and innovation actions respond to the national school improvement agenda (NSIA) and the five reform areas

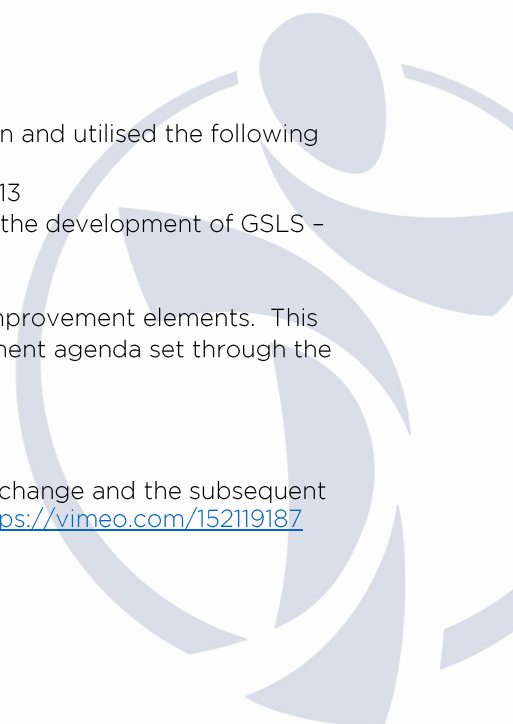
- Quality teaching
- Quality Learning
- Empowered school leadership
- Meeting student need
- Transparency and accountability

Self Assessment

Self assessment provided a starting point for the development of this plan and utilised the following tools

- Lutheran Education Australia: Better Schools Project 2009 – 2013
 - Thorough analysis of staff, student and parent data and the development of GSLS – a strategic future (2012 David Wilksch)
- ACER School Improvement Tool: Audit 2014
 - Teaching staff 'evidence gathering activity' against all improvement elements. This provided a natural audit process following the improvement agenda set through the GSLS – a strategic future 2012 goals.
- Lutheran Education Australia: Quality Schools Project 2016
 - Analysis by staff and governance teams

A lengthy process of whole-school engagement prepared the school for change and the subsequent development of this improvement plan. Learn more of our journey at <https://vimeo.com/152119187>



2016 - 2019 FOCUS ELEMENTS

Five priority areas have been identified from our self-assessment and review processes, including consultation with our parents, students and teachers. These inform our achievable yearly actions.

1. Excellence in learning

Good Shepherd Lutheran School values excellence and creativity in teaching and learning for all community members. A culture of challenge and support nurtures enthusiastic, independent learners, committed to lifelong learning. Excellence in teaching and learning is focused on improving student outcomes which includes spiritual, intellectual, physical, emotional, cultural and social dimensions. All learners should have access to quality learning experiences that ensure they develop their God-given abilities so that they may enrich the world. High expectations are established through reflective practice, collaborative planning, monitoring, providing feedback and reporting on the effectiveness of learning. The learning environment promotes active engagement, risk taking, motivation and a strong learner voice.

2. Ongoing improvement and innovation

Improvement at Good Shepherd Lutheran School is guided by our Vision: Active and Connected, growing for LIFE, and our values: Love Optimism and Creativity. Excellence is pursued through a culture of reflection, collaboration, innovation and creativity. Evidence is gathered to develop and implement improvement plans and policies for the continuous development of teaching and learning, the school and its facilities. Ongoing professional learning encourages all members of the community to achieve high standards and develop their service and leadership capacity.

3. Strengthening Lutheran identity

Good Shepherd Lutheran School as an agency of the Lutheran Church of Australia, shares a recognisable Lutheran identity in which the gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities in the school. The rituals, symbols, visual displays and practices convey its Christ-centred identity. Our community is regularly involved in Christian worship which includes daily devotions. Christian Studies is an essential and distinctive part of the formal curriculum. Lutheran schools and early childhood services deliberately and intentionally share and live the good news of Jesus Christ with students, families, staff and the broader community. Opportunities for faith nurture are actively promoted and maintained

4. Community building

Good Shepherd Lutheran School values the richness and diversity of the wider community and other education sectors. Positive and strategic partnerships are developed and maintained with students, families, local Christian communities, the broader community and Lutheran education. The relationships are built upon support, collaboration, trust and reconciliation. Our community lives out the gospel and is active in service of others. The multicultural and multi-faith nature of Australian society including the Good Shepherd School community fosters understandings of diverse cultures. Good Shepherd Lutheran School promotes the understanding of, and respect for, Aboriginal and Torres Strait Islander people.

5. Leading effective organisation and management

In Good Shepherd Lutheran School, roles, responsibilities and procedures are clearly articulated so that staff can participate in its smooth and efficient operation. Data and knowledge management methods and technologies are used to ensure that resources (human, physical, technological and financial) are efficiently organised and managed to provide an effective, safe and caring, growth-oriented learning and working environment. Strategic planning ensures the ongoing improvement and sustainability of the school. Best practice is built upon effective collaboration between the governing body, staff, students, families, church and others

2016 – 2019 GOALS

Excellence in learning

Goal One

Embed the Good Shepherd Lutheran School Learning Principles (LPs) into the program of learning.

Key actions

1. Building commitment to the Australian Teacher Performance and Development Framework through a focus on teacher professional learning
2. Participation in Association of Independent Schools of South Australia (AISSA) cross school moderation project

Goal Two

Underpin the Good Shepherd Learning Principles with a 'culture of thinking'

Key action

1. Participation in the AISSA / Harvard University 'Cultures of Thinking' project

Goal Three

Understand, elevate and respond to the global STEM (Science, Technology, Engineering, Arts, and Mathematics) agenda, relevant to our context

Key actions

1. Establish a digital strategic plan
2. Develop management strategies to support the schools digital agenda
3. Engage the community through social media
4. Partner with AISSA through relevant projects to support STEM developments and the professional development of staff
5. Buildings and facilities developments reflect the goals of the National STEM School Education Strategy 2016 – 2026.

Ongoing improvement and innovation

Goal One

Collect, analyse and apply relevant data to meet the needs of every child.

Key actions

1. Creating a culture where data drives high impact learning opportunities for the benefit of all students
2. Engage in the Lutheran Education Australia *Quality Schools* Project



Strengthening Lutheran identity

Goal One

Strengthen the Good Shepherd Lutheran School brand

Key action

1. Continue to embed Good Shepherd Lutheran School's refreshed brand (Vision, Values and Learning Principles)

Goal Two

Strengthen the Connected Schools brand

Key actions

1. Collaborate, create and celebrate across the Connected Schools sites of learning

Goal 3

Enhance wellbeing through the promotion and implementation of Positive Education research within our Christian environment

Key actions

1. Foster school wide understanding of positive psychology and the implementation of positive education strategies
2. Provision of ongoing professional learning for all stakeholder groups



Community building

Goal One

Maintain and strengthen caring relationships

Key actions

1. Reflect God's love in Jesus by sharing his love and grace across the community.
2. Plan, share and celebrate our 'Good to Great' journey with all stakeholder groups and the wider community
3. Collect and analyse satisfaction data and respond by providing opportunities for the wider community to actively connect and grow together

Goal Two

Value, promote and support cultural diversity within the school

Key actions

1. Engage with families from non-English speaking backgrounds (NESB) to better understand and support learning needs and ensure inclusion.
2. Share cross cultural stories across our community

Goal Three

Enhance and invigorate the congregation / school relationship and pursue shared mission and outreach initiatives

Key actions

1. Development of strong supportive relationship between Principal and Lead Pastor (commencing January 2017)
2. Develop shared (congregation and school) mission and outreach goals.



Leading effective organisation and management

Goal One

Develop data knowledge and management methods in support of our innovation and improvement agenda

Key actions

1. Implementation of a digital, web based school management and learning alignment solution

Goal Two

Ensure procedures and responsibilities are strategically and proactively developed to ensure the smooth and efficient operation of a growing school.

Key actions

1. Develop efficient and productive structures and work flows
2. Consult and clearly articulate all responsibilities and professional delegations

