



STRATEGIC
PLAN

2024-2028



GOLDEN GROVE LUTHERAN
PRIMARY SCHOOL



Purpose

'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 it to strive to achieve outstanding outcomes.

Values

'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 learning community as a whole believes is right and important. They say 'This is who we are and what we stand for'.



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Acknowledgement of Country

We would like to acknowledge the Kurna people who are the traditional custodians of the land on which our school stands and pay respect to Elders, past and present and emerging, of the Kuarna nation.

Foreward

We are extremely proud of what we have achieved since our last strategic plan was published. Our strong community has been the source of our success and we acknowledge the hard work, resilience and dedication of our teachers and staff team, parents and carers, students, and the School Board.

This Strategic Plan draws on the consultation, feedback and learning we have heard from staff, students, our parents and families.

Two commitments have especially guided its development. First, we are committed to grow as a school, double streaming from early learning to year 6. Secondly, we remain committed to the development of the whole child - intellectually, socially, emotionally and spiritually. Our students grow as flourishing, resourceful, confident and resilient learners with a passion to serve their community and the world.

We also understand we must continue to improve how we deliver Christian education through a Lutheran lens.

To us, this is more than just a plan. The document you have in your hands is the end point of a process which has allowed us to reflect on what it is that has shaped our community and made Golden Grove Lutheran Primary School the school it is today. But, more than that, this process has also provided us with the opportunity to collaboratively chart a course for how our school will flourish into the future in consultation with all of our stakeholders. It casts a renewed vision to guide us over the short and medium term, but which remains true to the intent of our foundations.

Our new Strategic Plan builds on the previous five years of hard work to advance our vision and purpose. An independent educational consultancy firm was engaged to conduct the strategic review, focus groups and to develop the key strategies and action plan.

Our whole school community - students, parents, our staff team, board members and church representatives - gathered together at an appreciative inquiry summit to identify the existing strengths of our school to celebrate as well as identifying areas for opportunity and our big dreams for our learning community.

The School Board and Leadership team then worked with the consultant to develop four priorities for our growth towards 2028 mapping a new and exciting direction for Golden Grove Lutheran Primary School.

We will use this Strategic Plan to guide our priorities and investment decisions over the next five years. It will help us balance our commitments to developing our people and shaping our culture, while also delivering the essential investment to ensure our infrastructure and facilities enable our expansion. Getting this balance right is vital to secure the school that future generations deserve.

We ask our community to read the plan and reflect upon how you will partner with us to bring it to life. We are excited about the future we will create together.



Our Story

The story of Golden Grove Lutheran Primary School began in 1987, when God called Golden Grove Lutheran Church to begin a school. Our pioneers faithfully and obediently followed God's call and today we see the extraordinary fruits of their step of faith.

At the centre of our school is Jesus and from Him flows a culture of faith, joy and respect. Our community is a vibrant and beautiful tapestry of families who are connected through faith and a passion for our learning community.

Golden Grove Lutheran is not just about excellence in education, sport, the arts and community service but it is about growing students into strong, confident and resilient human beings. Our mission is to shape lives that change the world. We want to see our students go into the world and be future leaders, influencers and world changers.

Golden Grove Lutheran Primary School provides a unique, bespoke educational experience for our students and their parents and families. It is an offering grounded in Christian beliefs and values that we continue to live by.

We are a growing school. By 2030 we expect to have over 300 students and two classes per year group, as well as an early learning centre for 3 and 4 year old children.

We continue to build on the momentum of the previous plan. At the same time, a range of contemporary trends in education have emerged bringing with them new opportunities.

We can face the future with confidence as an established school with a strong culture and a committed community.

Who we are and what we do

Golden Grove Lutheran Primary School is an inclusive school for everyone, where we work together with students and their parents and carers to:

- develop a lifelong passion for learning;
- help students grow academically, social, emotionally and spiritually (with heart, soul, mind and strength); and
- create a culture of care, partnership and serving others.

We have some of the best teachers in Adelaide who, together with parents and families, develop students who live out their Christian values and become Australia's leaders for tomorrow.



Purpose

To enrich the lives of children and each individual in our school community, and beyond the school environment. With a Christ-centred foundation, we foster an inclusive environment where everyone can belong, explore and thrive.

Values



love

We reflect God's love for us by caring for others and our world, considering their needs and wellbeing with compassion, kindness and respect.

collaborate

We listen carefully, speak confidently and share ideas and resources generously. We help each other and reach out to serve the wider community.



explore

We are curious about the world around us, exploring new ideas and experiences with an open mind and a desire to inquire, learn and grow.



Vision

We are widely known as a warm, caring, Christ-centred community in which students thrive academically, personally, spiritually and socially.

Students, staff and families build relationships that enable people of all faiths, cultures and backgrounds to feel supported and connected to each other and the school. We reach out to serve others in our school and the wider community.

Diverse, inquiry-based experiences enable each student and staff member to learn and grow their capacities as learners.

By developing relational skills and a creative, innovative mindset, students build the foundations to navigate a socially and technologically complex future.

Our learning environment enables us to engage with each other and our surroundings to learn in new and exciting ways.



The Golden Grove Lutheran Primary School Experience

The founding board members, staff, families and all members of our learning community thereafter have sought to create an experience at Golden Grove Lutheran which values each member of our community - students, staff, parents and families. We will continue to prioritise making our learning community a home for every member of our community to belong. Being a part of the Golden Grove family means we care for one another, serve one another and work together as a team, recognising that partnership fuels our community.



...for our students

Golden Grove Lutheran is a safe place where learning is enjoyable, innovative and contemporary. Children are known by their teachers and our staff team and cared for by the community. It is a place where our students learn to be resilient, optimistic, confident, and international-minded, standing for truth, justice and compassion. They will demonstrate servant leadership, and appreciate how their faith underpins their lives.

...for our staff team

Golden Grove Lutheran is a school of choice for both Lutheran and Christian teachers and staff. We attract and retain some of the best education professionals in Adelaide. Our expectations of teachers and our staff team are high. We ask them to grow the next generation to become their best selves. Our teachers lead by serving and educate through the Lutheran lens of faith. We provide professional learning, support and time to help them not only maintain high standards, but to continue their development, sustaining and building a greater legacy for tomorrow.



...for parents and families

Golden Grove Lutheran is a school where parents and families work together in a trusted partnership, to educate, love and champion each child for who they are as individuals. We walk with our families in a mutual relationship, support them ongoing dialogue and conversation, opportunities for parent learning, as well as opportunities to serve.

...for our church

We respect and honour the investment and affection of the Golden Grove Lutheran Church for the school and the stewardship that has been given to founding and growing the school. We work in partnership under a mission and ministry covenant and a joint usage agreement to share the love of Jesus with our community.



This school is unique as we believe in nurturing the mind, but also the heart, soul and strength of each child. We foster a culture of inclusivity, creativity, flourishing and personal growth. Our dedicated teachers and staff team and vibrant community make this place a truly special learning community which transforms lives.



love collaborate explore



Our Vision to 2028

To create a sustainable future for the growth of Golden Grove Lutheran Primary School and to maintain and evolve our culture, we have designed our Strategic Plan around four priorities:

- Excellence and innovation in learning
 - Well-being and culture;
- Community and Partnerships;
 - School Development

We strive to develop each of these priorities through our foundational Lutheran faith and a Christ centred approach. As depicted in the diagram to the left, Jesus is the centre from which these priorities evolve.

In the following pages we articulate, for each priority, where we want the school to be by 2028. In some areas success requires maintaining our current level of achievement, whereas for others there is stronger room for growth to where we desire to reach.



LEARNING

Outcomes



Outcome 1

Students set goals, plan for growth and celebrate achievements.

Outcome 2

Teaching practice guided by the IB Framework provides student agency and learning that is differentiated, inquiry based, interesting, relevant and engaging.

Outcome 3

We utilise data, action research and reflection to ensure each student enjoys strong growth in their learning.

Outcome 4

Students develop strong capacity for creativity and innovation, understanding themselves as learners.

Outcome 5

Students are prepared for a socially and technologically complex future, in which they are empowered to take action to bring about change.

Outcome 6

Staff continually develop and extend their skills and capacities, including as teachers of inquiry.

Outcome 7

Diverse, well-supported and appreciated co- and extra-curricular programs.

Outcome 8

Staff and parents work in partnership, with clear and consistent communication about student learning, progress and activities.





 **CARE & WELLBEING**
Outcomes



Outcome 1

Students are optimistic and resilient, with a sense of hope, self-regulate effectively and feel supported.

Outcome 2

Students, staff and parents live the values and enjoy high standards of behaviour and wellbeing.

Outcome 3

Parents feel positive about their engagement with and support from the school.

Outcome 4

Staff are engaged, supported and valued.

Outcome 5

The school is an employer of choice.

Outcome 6

Staff, students and parents have opportunity to explore God's love for them and their personal faith.



Outcome 1

Students, staff and parents feel a strong connection with each other and are active in the school community.

Outcome 2

The nature of the school community makes students, staff and families from diverse cultures and faiths feel they belong and are valued.

Outcome 3

Staff practice draws on and extends staff talents and passions.

Outcome 4

Staff, students and parents report high levels of satisfaction with communications, information sharing and relationships.

Outcome 5

High levels of brand recognition and positive perceptions across the independent sector, education networks and in the wider community.

Outcome 6

A close and ever-growing partnership is enjoyed between the school and church.

Outcome 7

Positive, mutually-beneficial partnerships are enjoyed between the school and key stakeholders.

CULTURE & COMMUNITY Outcomes



SCHOOL DEVELOPMENT Outcomes



Outcome 1

An ELC offering long day care on campus.

Outcome 2

Increased enrolment intakes annually.

Outcome 3

A long term financial plan supports the efficient delivery of operational and capital investment priorities.

Outcome 4

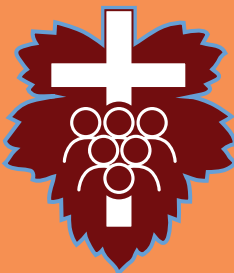
A master plan provides a roadmap towards flexible learning spaces and outdoor spaces designed to support learning, social and physical development.

Outcome 5

School infrastructure, services, systems and structures effectively support operational needs.

Outcome 6

The School Board is consultative, collaborative and has effective oversight of strategy, resourcing, risk and key partnerships within a strong governance framework.



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