

# Strategic Plan 2023-2025



**Good Shepherd**  
Lutheran School | Para Vista





## About us

Good Shepherd Lutheran School is an Early Learning – Year 6 school situated in the north eastern suburbs of Adelaide.

Our ELC and Primary years are organised into 5 distinct stages of learning. Pedagogically, we embrace an inquiry approach to learning and strive to equip students with future-focused skills and capabilities.

Demand for places at Good Shepherd is high and the school has responded with measured growth (6 additional classes) and an Early Learning Centre over recent years, all the while striving to ensure culture and community are not simply maintained but 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 challenged to fulfil their God-given potential. The curriculum is built around an inquiry pedagogy and has a strong focus on Literacy and Numeracy while also providing transdisciplinary experiences across all other disciplines.

Specialist areas include Wellbeing, Visual and Creative Arts, Physical Education and Auslan. Structures and resources are in place to provide support to students along their learning journey. On-demand clubs challenge children to develop 'future skills' and capabilities.

Impacted by COVID-19, Good Shepherd continues to enjoy strong partnerships with families, who are re-engaging with many aspects of school life. Our students and staff enjoy the benefits of working in a well-resourced and safe environment.

We operate in partnership with Endeavour College at Mawson Lakes, a Year 7 to 12 Lutheran secondary school to which our graduating students have priority entry.

Good Shepherd is a member of 'Connected Schools' and works in partnership with Salisbury Lutheran Kindergarten, Golden Grove Lutheran Primary School, St Paul Lutheran School and Endeavour College. Together we offer a seamless Early Learning – Year 12 education with a vision to be a future-focused, vibrant community of schools, working in partnership to achieve more than we could imagine or achieve individually.

We support also, the transition of students to non-Lutheran secondary schools, respecting freedom of choice.

The School's Strategic 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.

## Vision statement

Active and connected, growing for LIFE.

*In him we live and move and are alive. Acts 17:28*

Our vision for lifelong learning is an inspirational statement that acknowledges the awesome responsibility we assume as we guide and support children and families in a changing world.

Success as a learner is not an individual pursuit - it requires shared goals, dedication, commitment, collaboration and connectivity within the Good Shepherd community and into the world beyond.

Growing for LIFE is much more than an academic exercise. 'LIFE' in our vision is strongly connected to Jesus' words in John 10:10. *I have come that they may have life, and have it to the full.*

**LOVE**  
**OPTIMISM**  
**CREATIVITY**

### LOVE

We love because God first loved us. We respond by extending respect, compassion and care to each other.

#### From the Bible...

*... let's not just talk about love; let's practice real love. 1 John 3:18*

*And regardless of what else you put on, wear love. It's your basic, all-purpose garment. Never be without it. Colossians 3:14*

### OPTIMISM

Optimism cultivates expectation and inspires confident action towards a positive future. It promotes courage, integrity and strength to overcome fear of the future or regret for the past.

#### From the Bible...

*I know what I'm doing. I have it all planned out—plans to take care of you, not abandon you, plans to give you the future you hope for. Jeremiah 29:11*

*... you'll do best by filling your minds and meditating on things true, noble, reputable, authentic, compelling, gracious - the best, not the worst; the beautiful, not the ugly; things to praise, not things to curse. Put into practice what you learned from me, what you heard and saw and realised. Do that, and God, who makes everything work together, will work you into his most excellent harmonies. Philippians 4:8-9*

### CREATIVITY

Creativity involves breaking out of established patterns in order to look at things in a different way. Creativity harnesses imagination to inspire innovative solutions. We acknowledge that God's amazing creativity is beyond our comprehension. Good Shepherd Lutheran School is a community which stands in awe and wonder at the mystery of God's creativity. In response we strive to shine in individuality, to love and serve God and people using our gifts and talents..

#### From the Bible...

*For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. Ephesians 2:10*

*So, let your light shine to all people. Then they will see the good things you do. And they will praise your Father in heaven. Matthew 5:16*

# Wellbeing

## A 'lens' for future planning

Wellbeing in the Good Shepherd community can be defined as the state of contentment, satisfaction, and fulfillment experienced by the individuals within the community, including students, staff and parents.

It encompasses all aspects of life - psychological, emotional, social, spiritual and physical health.

Therefore, wellbeing in Good Shepherd Lutheran School can be seen as a holistic experience that includes positive emotions, engagement, relationships, meaning, accomplishment, achievement, optimism, resilience, and mindfulness.

Good Shepherd Lutheran School has an ongoing commitment to understanding and improving learner and educator wellbeing, and as students and teachers return to the classroom (and parents to the physical school environment) after extended periods of remote learning for some due to COVID-19, the following insights are significant. To understand and support learner wellbeing,

educators require opportunities to develop their capabilities to explicitly teach social and emotional skills, as well as freedom to access and develop evidence-informed, strengths-based programs and approaches.

With a focus firstly on the wellbeing of staff and in acknowledgement of the demanding nature of teaching as a vocation, Good Shepherd provides an environment for its staff that exceeds award and enterprise conditions. Good Shepherd recognises that wellbeing is a condition of heart and head. Through a posture of care and compassion, staff will continue to be valued and cared for.

Good Shepherd is ideally positioned to partner with students, parents and carers, and the wider community, to ensure that all students feel connected at school, and in their life more generally. Armed with a sense of self-worth, self-awareness and personal identity, learners will be better equipped to manage their emotional, mental, cultural, spiritual and physical wellbeing.

### As we enact this Strategic Plan we do so through a 'wellbeing lens' acknowledging:

- the LEA *Growing Deep - Formation and Leadership Framework* as a blueprint for wellbeing and success;
- *Compassionate Systems* are recognised as a driver of organisational wellbeing
- educators and school communities play a significant role in supporting and developing learner wellbeing;
- wellbeing is crucial to academic achievement, and wellbeing interventions can support and accelerate students' learning;
- teaching is a demanding profession and educators require time and experience to determine which non-teaching tasks to prioritise in order to best support learner growth and achievement, as well as professional learning to best support their students' wellbeing;
- as is the case for their students, the wellbeing of educators and school leaders has come under increasing strain in recent years and various initiatives ought to be developed to foster their wellbeing; and
- choosing the right wellbeing interventions and measuring impact and effectiveness are important components of a whole-school community approach to wellbeing.

“ How wonderful it is that nobody need wait a single moment before starting to improve the world.”

Anne Frank

# Strategic Intentions

## 1 Excellence in learning

**Aspiration:** To empower and engage connected, active learners.

## 2 Ongoing improvement and innovation

**Aspiration:** To foster a school culture of excellence and innovation.

## 3 Strengthening Lutheran identity

**Aspiration:** To provide opportunities to explore, develop and celebrate our Christian faith.

## 4 Community building

**Aspiration:** To develop positive partnerships that support connection and wellbeing.

## 5 Leading effective organisation and management

**Aspiration:** To provide dynamic leadership that maximises sustainability and opportunities for our school community.

LOVE  
OPTIMISM  
CREATIVITY





## Strategic Intentions

Foundation:  
**Excellence  
in learning**



### Aspiration:


To empower and engage connected, active learners.

### Priorities:

- 1.1 Develop a consistent approach to support student needs across all parts of the school - ELC, Primary Years, OSHC
- 1.2 Increase opportunities for student voice and engagement
- 1.3 Support a culture that demonstrates the school Learning Principles
- 1.4 Partner in learning with the parent community



## Strategic Intentions

**2** Foundation:  
Ongoing improvement  
and innovation 

### Aspiration:

To foster a school culture of excellence and innovation.

### Priorities:

- 1.1 Grow highly collaborative teams across all areas of the school
- 1.2 Provide opportunities for teaching practice and leadership development
- 1.3 Consider wellbeing, through the embedding of the Compassionate Systems framework



## Strategic Intentions

**3** Foundation:  
**Strengthening Lutheran identity**



### Aspiration:

To provide opportunities to explore, develop and celebrate our Christian faith.

### Priorities:

- 1.1 Refresh and implement the 'Faith/Life at Good Shepherd' resource
- 1.2 Create an environment of inclusion and respect for all members of the community
- 1.3 Partner with the congregation in ministry and mission





## Strategic Intentions

### 4

#### Foundation: Community building



#### Aspiration:

To develop positive partnerships that support connection and wellbeing.


#### Priorities:

- 1.1 Promote and support the partnership between school and home
- 1.2 Launch the Good Shepherd Reconciliation Action Plan
- 1.3 Building strong connections with a focus on diversity and inclusion
- 1.4 Increase the school's presence across education networks and the wider community



## Strategic Intentions

# 5 Foundation: Leading effective organisation and management



### Aspiration:

To provide dynamic leadership that maximises sustainability and opportunities for our school community.

### Priorities:

- 1.1 Establish a preferred long-term vision for Good Shepherd's size, structure and pedagogy
- 1.2 Continue to develop current and future leaders

LOVE  
OPTIMISM  
CREATIVITY



**Good Shepherd**  
Lutheran School | Para Vista

**Connected**  
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