



St Paul's Lutheran Primary School

Strategic Plan 2021 – 2023

Motto

“The Lord Gives Wisdom”

Mission Statement

St Paul's Lutheran Primary School equips our community of learners with a Christian world view for living through sharing the love of Jesus. Our inclusive community provides a quality future-focused education in an ever-changing world, encourages excellence and inspires a love of active lifelong learning.

Vision Statement

At St Paul's Lutheran Primary School, all members of the school community will be valued as individuals, each created with unique God given gifts and talents and there will be a spirit of harmony as they work together in an atmosphere of collaboration and mutual respect.

Vision 1

Ministry and Care

We will develop Gospel centred pastoral care processes and structures to support the students, staff and the wider community.

Vision 2

Staff

We will pursue excellence in our staff and empower them to develop processes and structures that support the school's mission statement.

Vision 3

Curriculum

We will continue to develop a strong whole school curriculum that ensures students' diverse learning journeys are met.

Vision 4

Buildings & Facilities

We will provide appropriate facilities to cater for students' education and future growth of the school.

Vision 5

Community Relations

To promote St Paul's Lutheran Primary School as the distinctive Christian school within the region.

Vision 6

School Governance Structures

To maintain governance structures and policies, strategic direction, sound financial practices and curriculum regulators.

Vision 1 Ministry and Care

We will develop Gospel centred pastoral care processes and structures to support the students, staff and the wider community.

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
<p>1. To continue to provide and support a strong Christian ethos, according to the Lutheran Doctrine.</p> <p>2. To continue to further develop a caring and supportive 'family' environment</p>		M	→		<ul style="list-style-type: none"> ➤ Prayer; ➤ Chapel ➤ Devotions ➤ School Sunday ➤ Connect Training for staff (see Vision 2 Goal 5) ➤ Assemblies ➤ Christian Symbols ➤ Student and Family support ➤ Welcoming atmosphere ➤ Community events ➤ Newsletter ➤ Events board ➤ Aged Care visits ➤ Charity support (service projects) ➤ Opening and closing services ➤ Affirm Outside School Hours Care and Kindy ➤ Growing Deep: Our Foundation ➤ Growing Deep: Our Culture ➤ Growing Deep: Capabilities ➤ Leading The Team ➤ Growing Deep: Excellence in Outcomes 	<p>Pastoral Care: all staff</p> <p>Counselling: School Pastor, Principal, Deputy, Chaplain and professional support.</p> <p>Principal & Deputy</p>	Annually – in Term 3	
<p>3. To encourage and promote a school community that is considerate of each other's needs.</p> <p>4. To foster an environment where student, staff and family ideas and contributions are valued.</p>		M	→		<ul style="list-style-type: none"> ➤ Letters of thanks, affirmations and encouragement. ➤ See above. ➤ Service Learning (see Goal 9) ➤ Emphasis on collaborating with parents. ➤ Emphasis on collaborating with staff. ➤ Open door policy to contact staff with issues concerns and worries. ➤ Staff to complete survey biannually and participate in action planning and follow up. ➤ *Yearly surveys of students staff and parents and follow up. 	<p>Principal, all Staff and Parents</p> <p>Principal and all Staff</p>	Annually – in Term 3	*Consider alternative models within the context of the target group.

5. To enhance pastoral care for staff, students and families.	Increase personnel / resources and capacity in our chaplaincy program	I, R			<ul style="list-style-type: none"> ➤ Community &/or staff events. ➤ Support from school pastor and school chaplain. ➤ To identify needs of the SPLPS community. ➤ Behaviour Education program. ➤ Staff Well-Being program. ➤ Social and Emotional Program - Play is The Way. ➤ Growing Deep: Capabilities, Engaging Community ➤ Utilise outside expertise – eg psychologist speech therapist. ➤ Explicit communication with ethnic groups (e.g. FOWO). 	Principal & Staff Parents Social Committee P&F Social Committee/Pastor Congregational Pastoral Care Well-Being Committee Principal, Deputy, Pastor, School Chaplain.	Annually in Term 3 Reviews from stakeholders.	Staff Well-Being program and School Chaplain to be considered in the budget.
6. To continue to discuss, further develop, document, implement and monitor Behaviour Education	Document review– Behaviour Education Policy.	R,P,I	→		<ul style="list-style-type: none"> ➤ Ongoing PD review. ➤ Regular reminders/updates with all staff, students and parents. ➤ ➤ Play is The Way. ➤ High Five Program. ➤ E Smart program. ➤ In-class behaviour education procedures. ➤ Circle Time. ➤ Restorative justice/practices. Values program. 	Specialist PD sessions Principal and Deputy Deputy & trained staff Specialist PD session PD sessions	Annually – Term 3 Ongoing	Check results of annual staff, students & parents survey.
7. To continue to implement the whole school Values Education Program	Investigate activities to enhance the Values Program	I	→	R	<ul style="list-style-type: none"> ➤ Theme for Chapel. ➤ Follow yearly plan for Values Education (see goal 7). ➤ Newsletter, School Sign, Website, Classroom Posters. ➤ Chapel and Assembly. ➤ Classroom devotions. ➤ Review for all new staff. 	All staff (including Kindergarten). Principal, Deputy, Teachers, School Chaplain, School Pastor, School Captains, Parent Body.		Quality value to begin Term 1.
8. To continue to develop, promote and to encourage regular and active worship life		M	M	M	<ul style="list-style-type: none"> ➤ Sunday Worship ➤ Daily class devotions. ➤ School Sundays. ➤ Chapel. ➤ Staff Devotions and worship. ➤ Investigate and encourage worship and fellowship opportunities within the broader community (e.g. Chapel / Coffee). 	Teachers School Pastor, School Chaplain, Deputy, Principal, Individuals within school and church community [Congregational Ministry Council].	Annually in Term 3	

9. To implement a Service Learning approach to build strong community partnerships		M	M	M	<ul style="list-style-type: none"> ➤ Term service projects (local, state national and international). ➤ St Paul's Retirement village. ➤ Other community service clubs (e.g. Rotary, Lions). ➤ Investigate and promote community projects suitable for family involvement . 	SPLPS all staff and students. School Chaplain, Community and Faith Captains, Lifestyle Coordinator – St Paul's Aged Care.	Annually in Term 3	
10. To foster the school church partnership.		M	M	M	<ul style="list-style-type: none"> ➤ School Chapel. ➤ School Sundays. ➤ Milk and muffins. ➤ Community events. ➤ Mutual council representation. ➤ Regular Pastor – Principal meetings. ➤ Access to Pastor. ➤ Mutual access between school and church staff / foundational community members. ➤ Sharing the worship facilities. ➤ Mutual PR. ➤ Congregational support for Grandparent's Day. 	<ul style="list-style-type: none"> ➤ Pastor ➤ School Executive ➤ School Staff ➤ Church staff ➤ School parents ➤ School Chaplain ➤ School students 	As required	

Vision 2 Staff

We will pursue excellence in our staff and empower them to develop processes and structures that support the school's mission statement.

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
1. To continue to build a culture that underpins the wellbeing and motivation of staff	Investigate a staff Exceptional Service Recognition Award	P	→		<ul style="list-style-type: none"> ➢ The school Executive Team always works towards understanding the needs of school staff. ➢ Staff to know what is expected of them. ➢ Staff to collaborate, share ideas and solve problems together, leading to shared ownership of school goals. ➢ Staff efforts are recognized. ➢ Staff develop capability and confidence in their roles. ➢ Exceptional service forms 	<ul style="list-style-type: none"> ➢ Executive Team ➢ School Pastor ➢ External services 	<ul style="list-style-type: none"> ➢ Bi annually – SPLPS Survey ➢ biennial survey (LEA). 	
2. To continue to employ high quality professional staff who adhere to the ethos of Lutheran Education.		M	→		<ul style="list-style-type: none"> ➢ Promote the school's mission statement through the website, media, detailed position outlines and descriptions for effective recruitment of staff. ➢ Communicate with relevant staff to help identify key questions and suitability relating to staff employment. ➢ Selection criteria and process to remain stringent. 	<ul style="list-style-type: none"> ➢ Executive Team 	<ul style="list-style-type: none"> ➢ As required 	
3. To ensure that each position has a role statement.		M	→		<ul style="list-style-type: none"> ➢ Review and update in view of professional standards and awards. ➢ Communicate with relevant staff to help identify key aspects of roles. ➢ Growing Deep: Capabilities Growing Oneself. ➢ Growing Deep: Excellence in Outcomes. 	<ul style="list-style-type: none"> ➢ Executive Team in consultation with staff member 	<ul style="list-style-type: none"> ➢ Annually Term 4 or as required. 	
4. To provide an induction process for new staff which includes an understanding of the Lutheran Ethos.			→		<ul style="list-style-type: none"> ➢ Provide induction handbook and procedure which includes requirements of the relevant statutory bodies as well as SPLPS. ➢ Identify and appoint a mentor. ➢ Provide relevant ongoing support, leading to adopting a professional learning journey. ➢ Monitor how the staff member fits within the School's culture. ➢ Relief staff induction process. 	<ul style="list-style-type: none"> ➢ Executive Team & Pastor in consultation with staff. ➢ Principal ➢ Mentor, Executive Team ➢ Deputy 	<ul style="list-style-type: none"> ➢ Annually ➢ As required 	
5. Ensure all teaching staff have met accreditation requirements for working in Lutheran Schools	Connect Program	I, R	I, R	→	<ul style="list-style-type: none"> ➢ Provide time, opportunities and funding for staff to attend LEA required programs (i.e. Equip, Connect) ➢ Ensure that SPLPS has a Facilitate trainer 	<ul style="list-style-type: none"> ➢ Principal, Deputy, Head of Teaching and Learning (HOTL), Pastor, Business Manager 	<ul style="list-style-type: none"> ➢ Ongoing 	

I = Implementing; R = Reviewing; P = Planning; E = Evaluate; M=Monitor; C= Completed

6. Provide a professional learning journey through a mentoring process for each teaching staff member.	M		→	<ul style="list-style-type: none"> ➢ Promote and use the process of professional learning journeys through the use of the <i>Staff Professional Development and Appraisal</i> folder. ➢ Implement AITSL Standards for Teachers. ➢ Use AITSL standards tracker for each teacher. 	<ul style="list-style-type: none"> ➢ Each teaching staff member and their mentor. ➢ Executive Team. ➢ ISQ / LEQ 	<ul style="list-style-type: none"> ➢ Term 4 every year. ➢ Annually 	
7. Provide positive performance management for staff members who are experiencing difficulties in a specific dimension/s of their job.	M		→	<ul style="list-style-type: none"> ➢ Use <i>Staff Professional Development and Appraisal</i> folder. Refer to Step 2. ➢ AITSL standards tracker for each teacher 	<ul style="list-style-type: none"> ➢ Principal, Deputy and HOTL 	<ul style="list-style-type: none"> ➢ As required 	
8. Provide opportunities for staff to participate and share relevant professional development.	M		→	<ul style="list-style-type: none"> ➢ SPLPS to identify and arrange professional development opportunities that meet the needs and requirements of all staff as per the school's annual plan. ➢ Communicate the availability of PD opportunities available for personal professional goal setting. ➢ In house PD record of attendance for QCT requirements. ➢ Provide appropriate feedback opportunities with staff. ➢ Allocate staff professional development in the budget 	<ul style="list-style-type: none"> ➢ Individual and mentor ➢ Executive Team ➢ Individual Teachers 	<ul style="list-style-type: none"> ➢ Ongoing 	
9. To provide opportunities for staff to network effectively.	M		→	<ul style="list-style-type: none"> ➢ Within the school, and outside the school. ➢ To develop stronger ties between SPLPS and GLC. ➢ Identify and utilize staff members' personal strengths, interests and professional journey. ➢ Common non-contact times with teaching partners. ➢ Handover day and report checking day. ➢ Committees and 'community of learning practice' groups (Action Research model). 	<ul style="list-style-type: none"> ➢ LENS / LEQ Partnerships ➢ Executive Team & Staff ➢ Deputy Principal ➢ Executive Team ➢ All teaching staff 	<ul style="list-style-type: none"> ➢ Ongoing ➢ Beginning of each year. 	
10. To provide opportunities for staff to interact with each other in a social manner.			→	<ul style="list-style-type: none"> ➢ Continue the Staff Social Club ☺. ➢ Birthday recognition. ➢ Buddy week / Secret Santa. ➢ Breakfasts. ➢ Installation breakfast and end of year dinner ➢ Morning Teas. ➢ Interaction with School Council members. ➢ Staff Wellbeing program. 	<ul style="list-style-type: none"> ➢ Social Committee ➢ Executive Team 	<ul style="list-style-type: none"> ➢ Annually 	

11. Provide effective communication processes			→	<ul style="list-style-type: none"> ➤ Check emails daily. ➤ Open door policy. ➤ Executive 10 min chat. ➤ Ensure that the computer system is functioning. ➤ ICT Tech informed of changes to staff members (email, TASS, Teacher Kiosk, access). ➤ Pigeon holes – check daily. ➤ Staff meetings for all stakeholders. ➤ Use of phone message system & phones in general. ➤ School newsletters – all staff to read. ➤ Staff calendar & white board versions – Check daily. ➤ Staff meeting minutes placed on staff data & emailed to all staff when required. ➤ Develop, implement, analyse and action staff survey. 	➤ All Staff	➤ Ongoing	
12. Develop effective organisational processes				<ul style="list-style-type: none"> ➤ The most up to date timetables are displayed in Staff Room. ➤ Staff handbook available in staff room and digitally. ➤ Provide a clear process for commencement and finish of employment (both permanent and on leave). <p>Daily arrival and departure process for all staff.</p>			
13. Develop effective organization processes for SPLPS		I/R R	→	<ul style="list-style-type: none"> ➤ Review and adjust the school structure to meet the current and changing needs of SPLPS. ➤ Provide critical incident plan (red folder). ➤ Staff Handbook is kept current and updated. 	➤ Executive Team and Administration	Ongoing	

Vision 3 Curriculum

We will continue to develop a strong whole school curriculum that ensures students' diverse learning journeys are met.

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
1. To provide appropriate time for teacher collaboration in planning, teaching and assessment	Planning and preparation / pastoral care meeting throughout each term	R		→	<ul style="list-style-type: none"> ➤ Continue to provide weekly common non-contact times with teaching partners to plan collaboratively. ➤ Continue to provide times for curriculum meetings and planning. ➤ Provide time for across year level collaboration ➤ Effective use of pupil free days. ➤ Draw upon individual staff members' expertise. 	<ul style="list-style-type: none"> ➤ Deputy Principal ➤ Principal, Deputy, Head of Teaching and Learning ➤ Deputy, Head of Teaching and Learning ➤ Principal, Deputy, Head of Teaching and Learning ➤ Teachers 	➤ Ongoing	
2. To enable staff to keep abreast of and implement current curriculum practice and pedagogy	<p>Keep informed about the 2022 Australian Curriculum Review.</p> <p>Begin to give teachers professional development of the learning progressions.</p>	I/R		→	<ul style="list-style-type: none"> ➤ Keep informed about current curriculum practice and expectations, with the focus on the Australian Curriculum [AC] (ACARA, LEA, LEQ, ISQ, QCAA). ➤ Share with teaching staff the current curriculum practice and expectations, at curriculum staff meetings. ➤ Continue to integrate LQL, values and essential skills into planning and classroom practice. ➤ Provide relevant Professional Development opportunities. ➤ Make use of funding opportunities for specialised curriculum focus areas. ➤ Inquiry learning philosophy and implement whole school practices. ➤ Literacy and numeracy frameworks suited to agile learning e.g. Daily 5, CAFÉ, Daily 3 for whole school. ➤ Continue to explore best practices in teaching and learning for the future. ➤ Collect, collate and analyse data to provide direction for future teaching and learning pedagogy 	➤ HOTL	➤ Ongoing	

3. Continually build school curriculum plans for KLAS within the AC	Investigate visible learning frameworks Investigate flexible LOTE program. Continue to develop subject specific year plans to map teaching and assessment across the curriculum.	I	P I I	I, R	<ul style="list-style-type: none"> ➤ Scope and sequence with AC. ➤ Build upon Inquiry Learning (HASS, Numeracy & Literacy, Christian Studies). ➤ Daily 5 and Daily 3 frameworks. ➤ Growth Mindset culture. ➤ Thinking skills in all KLAS. ➤ Growing Deep: Capabilities Leading the Team. ➤ Growing Deep: Capabilities Focusing on Outcomes. 	<ul style="list-style-type: none"> ➤ Head Of Teaching and Learning ➤ The Executive ➤ Head of Teaching and Learning, and All Staff Principal, HOTL	➤ Ongoing	
4. To develop procedures and processes for ensuring Consistency of Teacher Judgements (CTJ)	Establish assessment rubrics to explicitly align with achievement standards, begin using student centred language in rubrics. Continue to build a transparent and consistent culture around assessment on a five-point scale.	I,R I, R, E	I,R I, R, E	I,R I, R, E	<ul style="list-style-type: none"> ➤ Continue to use a whole school assessment tracking and monitoring document. ➤ Ongoing construction of year level rubrics and aligned with adjacent year levels, in regards to AC. 	➤ Head Of Teaching and Learning and Teaching Staff	➤ Ongoing	Assessment cycle document
5. To promote ongoing curriculum dialogue between SPLPS and other schools including GLC Caboolture & LENS	Continue to build and refine a transition program with SPLPS and Grace Caboolture	I,R,E	I,R,E	I,R,E	<ul style="list-style-type: none"> ➤ To provide times for relevant teachers to align planning guided by the AC. ➤ Appropriate personnel to attend LENS and LEQ meetings. 	➤ Deputy and Head Of Teaching and Learning	➤ Ongoing	
6. To continue to develop and deliver an effective Christian Studies program	To build staff capacity in the effective integration of a Christian worldview aligning with key curriculum themes.	P,I, E	→		<ul style="list-style-type: none"> ➤ Continue to implement Christian Studies Framework scope and sequence. ➤ To keep abreast and inform all staff of curriculum development and resourcing, with the support of LEQ 	<ul style="list-style-type: none"> ➤ Head Of Teaching and Learning ➤ Teaching Staff 	➤ Ongoing	
7. To integrate e-learning rich pedagogies into the curriculum	Build teacher capacity with a range of digital technology programs hardware, and software.	P	I	I	<ul style="list-style-type: none"> ➤ Provide relevant Professional Development to staff. ➤ Continue in-house technology training ➤ To ensure that any refurbishment takes into account the E Learning nature of SPLPS and technology infrastructure. ➤ To ensure all classrooms have interactive technologies, Wi-Fi, internet speed to support device load, and NAPLAN online. 	<ul style="list-style-type: none"> ➤ Deputy and Head Of Teaching and Learning ➤ Principal and Business Manager ➤ Head Of Teaching and Learning and Business Manager 	Ongoing	See Digital Technologies / E-Learning Vision document.

8. Provide effective reporting opportunities		I/R		→	<ul style="list-style-type: none"> ➤ Meet the Government Regulations for reporting, with regard to AC. ➤ Inform and instruct teaching staff on use of reporting system. ➤ NAPLAN online. 	<ul style="list-style-type: none"> ➤ Head Of Teaching and Learning and Deputy 	Ongoing	
9. To develop and present a differentiated curriculum for individual needs	Continue to build and refine NCCD data collection processes and procedures.			→	<ul style="list-style-type: none"> ➤ Ensure students have access to Learning Support. ➤ Develop extension opportunities (e.g. Virtual debating, RISE, Robotics). ➤ Sharing of ideas and resources to assist with differentiation within classes, using assessment data (e.g. Informal prose, Oral Language, formative, summative, running records, observation). ➤ Provide opportunities for staff training in differentiated curriculum. 	<ul style="list-style-type: none"> ➤ Learning Support Teachers ➤ RISE Teacher /Classroom Teachers, Head Of Teaching and Learning, Principal ➤ Classroom and Specialist Teachers, Head Of Teaching and Learning ➤ RISE Teacher Head Of Teaching and Learning and Classroom Teachers 	Ongoing	
10. Consolidate and build on currently implemented projects & integrate new areas					<ul style="list-style-type: none"> ➤ Literacy – Spelling / Phonics & Writing ➤ Daily 5 framework ➤ E Smart Program ➤ Christian Studies ➤ Australian Curriculum ➤ Digital Technologies ➤ Learning Intentions and Success Criteria ➤ Daily 3 framework ➤ Flexible Learning ➤ Cultures of Thinking ➤ Growth mindset ➤ Inquiry ➤ STEAM/ Maker spaces ➤ Indigenous Education (general capability) ➤ Recycling and Sustainability (general capability) 	<ul style="list-style-type: none"> ➤ Deputy, Head of Teaching and Learning, Principal and all teachers 	Ongoing	

11. Deliver flexible learning.	<p>Continue to build teacher capacity in effective flexible classroom management strategies.</p> <p>To continue to build a common language around agile classroom spaces.</p>	I I	M M		<ul style="list-style-type: none"> ➤ Maintain learning spaces/environments which promote and enhance best learning practices. 			
12. To facilitate school/community links and access to Flexible Learning.	<ul style="list-style-type: none"> ➤ Inform the school community regarding the flexible learning philosophy and development e.g. tours and information sessions ➤ Provide opportunity for community feedback ➤ Present data to inform community 				<ul style="list-style-type: none"> ➤ Inform the school community regarding the flexible learning philosophy and development e.g. tours and information sessions ➤ Provide opportunity for community feedback ➤ Present data to inform community 			

Vision 4 Buildings & Facilities

We will provide appropriate facilities to cater for students' education and future growth of the school.

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
1. Develop a schedule for the use, maintenance and refurbishment of buildings and facilities over the next 10 years based on actual and forecast student numbers.	To begin to consider and explore the implications of amalgamating between SPLPS and Grace Caboolture	P		→	<ul style="list-style-type: none"> ➤ Communication with SPLC, SPLPS, Grace Caboolture. ➤ Continually revise the financial model and sound timelines to implement the use and refurbishment/building of facilities to meet a wide variety of educational needs. ➤ Develop a grounds landscaping plan. ➤ To ensure that any refurbishment takes into account the flexible learning nature of SPLPS. ➤ Ensure that students' recreation and learning programs are considered. ➤ Sustainability program ➤ Review maintenance plan to determine refurbishment requirements ➤ 10 Year Financial Projection. ➤ WH&S internal audits. 	<ul style="list-style-type: none"> ➤ Executive Team ➤ Staff Input ➤ P&F Input ➤ School Council Input ➤ Planning committee (members being from the local Lutheran committee stakeholders). ➤ LEQ Input ➤ ISQ input ➤ Outside consultant 	➤ Annually Term 3	
2. Develop a time line for capital works based on actual and forecast student numbers		P/E		→	<ul style="list-style-type: none"> ➤ To ensure that any new capital works takes into account the flexible learning nature, flexible pedagogy and the enrolments of SPLPS. ➤ Investigate future capital work's needs. ➤ Multipurpose hall in consultation with Grace Caboolture and SPLC 	<ul style="list-style-type: none"> ➤ Staff Input ➤ P&F Input ➤ School Council Input ➤ LEQ Input 	➤ Annually Term 3 / 4	
3. Provide adequate security					<ul style="list-style-type: none"> ➤ To provide a checking system for windows, lights and doors daily. ➤ Security light at night around the school. ➤ Procedures for staff security for after-hours work at school. ➤ Cameras 	<ul style="list-style-type: none"> ➤ BM ➤ BM / Maintenance ➤ BM / Executive Team in consultation with the staff 	➤ Annually Term 3 / 4	

4. Provide where possible bus services for student transport		E/P/R →			<ul style="list-style-type: none"> ➤ Liaise with Grace. ➤ Acquiring own bus fleet. 	<ul style="list-style-type: none"> ➤ Principal ➤ Business Manager ➤ Finance Committee / LEQ ➤ Grace 	➤ Annually Term 3 / 4	
5. Maintain digital infrastructure.	<p>Investigate possible Year 4 to 6 laptop BYOD</p> <p>Investigate transition class set of Laptops for upper Primary</p>	I → I			<ul style="list-style-type: none"> ➤ Maintain up to date technologies. ➤ Continue iPad BYO prog. Year 1-6 (increase capacity to meet NAPLAN requirements). ➤ Upgrade teacher devices and provide professional development on use. ➤ Upgrade Prep and learning support iPads. ➤ Investigate the introduction of virtual and augmented realities 	<ul style="list-style-type: none"> ➤ HOTL ➤ Principal ➤ Finance Committee. ➤ LEQ (Director of Innovation and Technology) 		
6. To manage and process information in a secure, flexible and timely manner.	Rollout 2 factor identification	I, E, R →			<ul style="list-style-type: none"> ➤ Use of recognised anti-virus / malware software on the school network. ➤ Maintain filter system. 	<ul style="list-style-type: none"> ➤ ICT tech. and committee to inform needs and maintain ➤ Business Manager ➤ ICT Committee ➤ LEQ (Derek Bartels) 		

Vision 5 Community Relations

To promote St Paul's Lutheran Primary School as the distinctive Christian school within the region.

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
1. To foster an environment where positive relationships are evident.		I/R			<ul style="list-style-type: none"> ➤ Maintenance of school website, social media, web presence, newsletter. ➤ Parent Information Sessions (e.g. Meet the Teacher, Specialised Areas, Formal Interviews). ➤ Conduct a Parent, Staff and Student Survey. ➤ Promote an active Parents & Friends association. ➤ Invite Parents, families and community into the school community to attend and be part of various functions (i.e. School Fair, concerts, Mother's and Father's events, sports days, Anzac Day ceremony, Grandparent's Day, Cultural Awareness Day, Community Consultation Day etc.). ➤ Growing Deep: Capabilities Engaging the Community. 	<ul style="list-style-type: none"> ➤ Principal and Marketing Advisor ➤ Executive Team 	<ul style="list-style-type: none"> ➤ Ongoing ➤ Term 4 Annually 	
2. Continue to foster open communication and a culture of transparency.		I/R			<ul style="list-style-type: none"> ➤ Newsletter, website, other digital means (eg social media). ➤ Community newspapers. ➤ Digital sign. ➤ Classroom letters, Seesaw. ➤ Conduct a Parent, Staff and Student Survey. ➤ Promoting the SPLPS Strategic Plan. ➤ Review of policies and access to appropriate policies. ➤ Continue updating events board. ➤ Family Administration Day. ➤ Exit interviews ➤ Parent Handbook. ➤ Community Consultation Day. 	<ul style="list-style-type: none"> ➤ Principal and Deputy, formed committees as required. 	<ul style="list-style-type: none"> ➤ Ongoing ➤ Term 3 Annually ➤ Monthly 	
3. To provide opportunity for families to engage with their child's learning.	Investigate progressive reporting.	P/R	P/ R	I	<ul style="list-style-type: none"> ➤ Parent/teacher/ student interviews review format. ➤ Parent information evenings. ➤ Open Door policy. ➤ Education for parents on behaviour education and restorative practices. ➤ Parent-teacher communication – blogs, e-mail, phone calls, celebrating student achievements, apps, Seesaw. ➤ Parent workshops. ➤ Showcase events and learning expos. ➤ Agile tours. 	<ul style="list-style-type: none"> ➤ Principal, Deputy, Classroom Teachers, Specialist Teachers ➤ Congregational Ministry Council, Grace College 	<ul style="list-style-type: none"> ➤ Annually 	

I = Implementing; R = Reviewing; P = Planning; E = Evaluate; M=Monitor; C= Completed

<p>4. Maintain a marketing plan.</p>		<p>E/P/I</p>	<p>→</p>	<ul style="list-style-type: none"> ➤ Empower St Paul’s community families to be our best marketers. ➤ School information pack. ➤ Open / Flexible Days (Principal Tours). ➤ Promotional material supplied to early learning centres, Real Estate agencies and community newspapers and shopping centres. ➤ Continue school involvement in local public functions (i.e. Anzac March, Show Display, Choir to Shopping Centre). ➤ Continue to take opportunities to photograph and send in details to local newspapers (aim for min 1 article per term). ➤ Investigate and showcasing the school and programs with the wider local community (e.g. Primary Schools’ Robocup Competition, GSP Sports, GSP Robotics) 	<ul style="list-style-type: none"> ➤ Principal, Deputy, Business Manager, Marketing Advisor ➤ Marketing Advisor, St Paul’s Staff. 	<p>➤ Ongoing</p>	
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Vision 6 School Governance Structures

To maintain governance structures and policies, strategic direction, sound financial practices and curriculum regulators

Goals	Strategies	'21	'22	'23	Activities	Human Resources	Review	Notes
1. To monitor the compliance of SPLPS with all relevant legislation and LEQ requirements.					<ul style="list-style-type: none"> ➤ List of relevant legislation and requirements with current date. ➤ Annual checklist to check compliance. ➤ Annual Plan, based on strategies from Strategic Plan. ➤ Ensure all staff receive Professional Development in the areas of Child Protection, Valuing Safe Communities, Workplace Health and Safety. ➤ Financial & Business Office compliance. ➤ Growing Deep: Capabilities Leading the Team. ➤ Review school policy documents. ➤ Consult LEQ. ➤ Ensure school policy documents are current 	<ul style="list-style-type: none"> ➤ LEQ, Principal, School Council ➤ Deputy, Principal, Business Manager, WH&S Officer 	➤ Ongoing	
2. Update of Strategic Plan.		E/P/I R			<ul style="list-style-type: none"> ➤ Review Strategic Plan. ➤ Collate, analyse feedback and implement recommendations. ➤ Community Consultation Day feedback. 	<ul style="list-style-type: none"> ➤ School Council, Parents, Executive, Staff 	➤ Annually	
3. To develop and implement an ongoing financial plan.		I/R			<ul style="list-style-type: none"> ➤ Review the 10-year Financial Plan (resources, Professional Development, personnel, capital expenditure). ➤ Annual budgeting process to be transparent. ➤ Adapting the Digital Technologies and Agile resourcing plan. ➤ Promote banking with LLL. ➤ Liaise with LEQ. 	<ul style="list-style-type: none"> ➤ LEQ ➤ Business Manager, Principal ➤ School Council, Finance Committee 	➤ Annually Term 4	
4. To ensure all members of the governing body receive professional		I/R			<ul style="list-style-type: none"> ➤ Attend LEQ and ISQ governance workshops. ➤ Professional readings. ➤ Visit LEQ Executive. ➤ Consideration in budget and forecast. 	<ul style="list-style-type: none"> ➤ Council Chairperson ➤ LEQ ➤ ISQ 	➤ Ongoing	

development on governance.								
5. To develop and implement a strategic school risk register.		I/R			➤ Maintain and review the Strategic Risk Register.	➤ School Council and LEQ	➤ Ongoing on a monthly basis.	
6. Amalgamation of SPLPS and Grace	Ensure planning of finances and building programs are done with a view to amalgamation in consultation with all relevant stakeholders.							