



MISSION STATEMENT

Bethania Lutheran School is a Christ centred community supporting the educational journey by providing dynamic, innovative teaching and learning within a nurturing environment.

PHILOSOPHY OF LEARNING

We believe that every student is a unique individual created by God with their own special gifts, strengths and needs. In order for students to build their own positive image of themselves as learners and contributors to their communities they are provided with relevant, purposeful and appropriate learning experiences. These learning experiences are structured and presented in a variety of ways with opportunities for both success and personal challenge.

Students are encouraged to take ownership of and contribute direction to the learning experience. The school facilitates this learning by providing timely and purposeful feedback and learning environments which promote a positive atmosphere of trust and safe risk taking.

OUR VALUES

At Bethania Lutheran School we value the development of the whole learner. We aim to teach our students the skills that they need to be functioning, caring, valuable, contributing members of their community. We nurture our students as individual, unique creations of God and aim to develop not just academic goals but social/emotional development also.

strong in **values**
strength in **character** *hope*
living

THE STRATEGIC PLANNING PROCESS

The Strategic Plan sets out the strategic direction for Bethania Lutheran School for the period 2014-5 and has been developed with the following understandings:

1. The Strategic Plan is consistent with the Mission, Values, and Philosophy of Learning of the school;
2. The Strategic Plan sets out the key strategic priorities for the next two (2) years and does not include the day to day responsibilities of the school;
3. The strengths of the school, as identified by community stakeholders through the Better Schools Survey, are to be celebrated, protected and continue to be built upon over time;
4. The school leadership team are responsible for the operationalization of the Strategic Plan at the management level but will report progress against the plan to the School Council.

The strategic planning process was facilitated by an external consultant from Lutheran Education Queensland. Initially, data on the school's strengths and opportunities for growth were identified by the parents, students and staff through their participation in the Better School Survey in May 2013. All staff and a sample of students (50) and parents (60) were given the opportunity to complete a survey and thereby provide the school with important data to feed into the strategic planning process.

The College Council then held a half day strategic planning workshop in July attended by all Council members, the school Leadership team, representatives of teaching and non-teaching staff and parents. During this workshop a SWOT (Strengths/Weaknesses/Opportunities/Threats) analysis was undertaken incorporating both the attendees' viewpoints and the data gathered independently through the stakeholder survey.

Following the SWOT analysis, three (3) Strategic Priority Areas were identified:

1. Developing a Community of Innovative 21st Century Learners,
2. Promoting our School and Engaging the Community, and
3. Resourcing our School.

For each of the Strategic Priority Areas, a series of Statements of Intent were then developed that were MAD (Measurable, Achievable and Desirable). These statements are the point at which success against the plan will be measured by the School Council.

In developing these areas of particular focus over the next two years it is important to recognise the areas of school strength that were identified and must not be lost to action. While the Strategic Priority Areas will require resources to assist in bringing about the desired adaptations, it must be noted that at least 80% of available resources (time, human and financial) over the next two years will be directed to the 'business as usual' elements of school life that incorporate these strengths. No greater than 20% of discretionary resources and efforts will be directed towards the Strategic Priority Areas.

Those particular areas of school strength identified and that must be celebrated and protected are:

- The quality and passionate commitment of STAFF
- The COMMUNITY feel and RELATIONSHIPS built
- The CHRISTIAN ETHOS and PASTORAL CARE focus
- The level and quality of COMMUNICATION between stakeholder groups
- The CELEBRATION OF SUCCESSES within the school

THE STRATEGIC PLAN

Strategic Priority Areas	1. Developing a Community of Innovative 21st Century Learners	2. Promoting our School and Engaging the Community	3. Resourcing our School
Statements of Intent	1.1 Define an innovative 21C learner	2.1 Define our potential market	1.2 Develop a building plan with an indicative timeline
	1.2 Identify key competencies and skills to be an effective 21C learner	2.2 Investigate key reasons for school choice	1.3 Identify technological infrastructure required for innovative 21C learning
	1.3 Audit current Teaching & Learning practices in relation to the uses of technology	2.3 Define the message to sell	3.3 Plan and implement appropriate technological infrastructure to support innovative 21C learning
	1.4 Investigate innovative Teaching & Learning practices	2.4 Research and develop a marketing plan	3.4 Identify community resources (human and physical) that would complement current school assets
	1.5 Collaboratively develop and implement a plan for staff and student contemporary learning	3.5 Identify community groups and individuals that have the resources, knowledge and/or skills to enhance the learning experience	3.5 Develop opportunities to access and utilize community resources to enhance learning
		3.6 Initiate productive relationships with identified community groups and individuals	