MISSION

Celebrating the Gospel. Nurturing the Individual.
Empowering Lifelong Learners.

FOUR TENETS OF A ST ANDREWS EDUCATION:
1. Spiritual Awareness
2. Academic Growth & Achievement
3. Personal Development
4. Community & Service

STRATEGIC THEME:
‘EDUCATING HEARTS, MINDS & HANDS’

STRATEGIC ARCHITECTURE 2014-2017:

STRATEGIC FOCUS AREAS
• Spiritual Formation / Celebrating the Gospel
  ‘A Christ-centered School’
• Community, Culture & Ethos
  ‘The St Andrews Family’
• Pastoral Care & Relationships
  ‘Every Child Matters, Everyday’
• Teaching & Learning
  ‘Fostering Learning – The Academic Imperative’
• Co-curricular
  ‘Opportunity, Participation, Growth & Success’

STRATEGIC ENABLING STRUCTURES
• Staff & Human Resources
  ‘Staff – Serving Together’
• Learning Spaces & Resources
  ‘Building Our Future’
• Leadership & Governance
  ‘Exercising Good Stewardship’
• Marketing & Enrolments
  ‘Securing Our Future’
• Communication
  ‘Spreading the Message: St Andrews - a Great School’
St Andrews Lutheran College aims to provide an appropriate and challenging learning environment for students at each stage of the learning process.

**Strategic Intent:**
To provide and maintain facilities, resources and infrastructure that supports the Mission and Vision of the College.

**Strategic Objectives:**
2. Continue to develop New Generation Learning Spaces by creating Synergy between Learning Spaces, Technology and Pedagogy.
3. Continue to refurbish Classrooms and beautify the College Campus.

St Andrews is a vibrant Professional Learning Community that strives to grow the capacity and capability of its staff. This is critical because the quality of Education that the College provides depends on the quality of its staff. Given the key role of Staff in achieving College’s overall Mission, St Andrews is committed to attracting, retaining and developing quality staff, who view what they do together as a Vocation.

**Strategic Intent:**
Develop a Professional Learning Community, grounded in a shared sense of Mission and Vocation, committed to Continuous Improvement in Teaching and Learning, centred on Collegiality, Collaboration and Teamwork, as part of our Quest for Excellence.

**Strategic Objectives:**
1. Foster St Andrews as a Professional Learning Community.
2. Continue to Employ a Strengths-based Approach when Working with Staff to support, encourage, challenge, develop and improve Performance.

**STAFF AND HUMAN RESOURCES**

‘STAFF - SERVING TOGETHER’

St Andrews Lutheran College is a Learning Community founded on, and continually formed by, the Christian Gospel, and informed by our Lutheran Church teachings and confessions. St Andrews seeks to deepen its’ life as a Christ-centered community where the Good News of the Gospel is in, through and under all that is done, which challenges each of us to use our God-given talents and gifts in Service of others.

**Strategic Intent:**
Continue to develop St Andrews as a Christ-centred Learning Community.

**Strategic Objectives:**
1. Strive to make the Gospel a ‘Lived Experience’ for each member of the St Andrews Community.
2. Nurture the Spirituality of all Members of the St Andrews Community.
3. Maintain the Centrality of Chapel and corporate Worship in the life of the College.

**SPIRITUAL FORMATION / CELEBRATING THE GOSPEL**

‘A CHRIST-CENTERED SCHOOL’

St Andrews is a Learning Community, where ‘everyone is someone’ that is based on people, relationships and connectedness. We invest in the formation of strong relationships, acknowledging that these are precursors for positive communities, safe places and effective learning. We are committed to fostering a culture of learning, care, service, others-centredness, collaboration, high expectations and striving for personal bests.

**Strategic Intents:**
1. Develop a strong sense of community and belonging within and amongst all members of the St Andrews Community.
2. Build a culture based on the pursuit of Personal Best, mutual care and support, service and others-centredness, and embracing ‘where everyone is someone’.

**Strategic Objectives:**
1. Foster a School Culture ‘where everyone is someone’.
2. Continue to develop a Learning Community focused on ‘More than a Good Education, An Education for Good’.
3. Continue to develop a College committed to the ‘Quest for Personal Best’.
4. Strive to develop Students who are ‘Others-centred’, and use their gifts and talents to make a difference in the lives of others.

**COMMUNITY, CULTURE AND ETHOS**

‘THE ST ANDREWS FAMILY’
PASTORAL CARE AND RELATIONSHIPS

‘EVERY PERSON MATTERS, EVERYDAY’

At St Andrews each person is important. We are committed to striving to develop an environment where every student and staff member feels safe, connected and supported as a member of the College Community. Knowing the person and the quality of relationships within our community are central to the provision of quality Pastoral Care.

Strategic Intent:
Continue to develop a safe, nurturing and supportive environment in which each student is known, valued and cared for, whilst proactively developing student wellbeing, character and resilience.

Strategic Objectives:
1. Embed Positive Education in all aspects of the College.
2. Develop Pastoral Care Programs and Systems that result in each student and staff member being known, valued and cared for.
3. Celebrate the various Gifts and Talents that Students and Staff bring to our Community.

TEACHING AND LEARNING

‘FOSTERING LEARNING, THE ACADEMIC IMPERATIVE’

At St Andrews student learning is our core business and fostering the learning process is of paramount importance.

Strategic Intent:
Empower students as lifelong and life-wide learners who strive to achieve their academic personal best through the provision of a challenging, connected and engaging curriculum, underpinned by visible teaching and learning.

Strategic Objectives:
1. Explicitly and Intentionally make Teaching and Learning Visible for Students.
2. Employ Differentiation in the Classroom which Enhances the Learning of Students.
3. Foster the Development of Key Learning Dispositions (critical, creative and self-regulated thinking) in Students.

CO-CURRICULAR

‘OPPORTUNITY, PARTICIPATION, GROWTH AND SUCCESS’

At St Andrews Lutheran College participation in co-curricular activities provides students with opportunities to build self-esteem and confidence, learn about commitment, persistence and teamwork, enjoy a healthy approach to life, enhance skills, be creative and imaginative, develop a sense of the aesthetic, assume leadership roles, respond to challenges, be self-disciplined, use their initiative and develop a sense of service and responsibility towards others.

Strategic Intent:
Offer a Co-curricular Program that provides opportunities for students to participate in and develop their interests, talents, skills, values, and character beyond the classroom.

Strategic Objectives:
1. Development of the College Sports Program.
2. Develop a Lunchtime Intramural Activities Program.
3. Continue to provide a broad and varied Co-curricular program that provides opportunity for participation and achievement.
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**COMMUNITY, CULTURE AND ETHOS**

**‘THE ST ANDREWS FAMILY’**

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**LEARNING SPACES AND RESOURCES**

**‘BUILDING OUR FUTURE’**

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LEADERSHIP AND GOVERNANCE

‘EXERCISING GOOD STEWARDSHIP’

St Andrews Lutheran College has always managed its finances and resources with a conservative and prudent approach. The College is very conscious of the fine stewardship of its forefathers and the need for continued wise financial planning so as to continue to provide a sustainable, high quality education for students of the Gold Coast.

Strategic Intent:
To provide effective Governance and Management through strategic and operational leadership to achieve the Mission of the College.

Strategic Objectives:
1. Continue to Implement Best Practice Corporate Governance.
2. Continue to develop the skills, expertise and practices of the Senior Leadership Team, both individually and collectively.
3. Continue to build the Skill Set of the College Council.

MARKETING AND ENROLMENTS

‘SECURING OUR FUTURE’

St Andrews is a school that is small enough to maintain a strong sense of community so that each child is known, cared for and supported; yet big enough to deliver quality academic, co-curricular and pastoral programs and associated opportunities. It has a positive reputation with strong word of mouth support in the community. Optimal enrolments underpin the financial capacity of the College to provide quality programs and facilities and deliver our Strategic Plan.

Strategic Intent:
To maintain a reputation, profile and presence in the Gold Coast community that ensures ongoing student enrolments and St Andrews as a school of choice.

Strategic Objectives:
1. Maintain the Strong Word of Mouth Reputation that the College enjoys.
2. Promote the College to the Wider Community through impactful Marketing Messages and Means.
3. Seek to attract new Enrolments and maintain existing Enrolments to achieve optimal School Size.

COMMUNICATION

‘SPREADING THE MESSAGE: STANDREWS - A GREAT SCHOOL’

St Andrews enjoys a positive reputation and strong relationships with both its internal and external community. The College will continue to focus on developing high quality relationships with all sectors of the Community, through high quality and regular communication, inclusion and celebration.

Strategic Intent:
Maintain the excellent internal and external reputation of the College through communications that are clear, accurate, timely, relevant, open and interactive and meet the needs of all our stakeholders.

Strategic Objectives:
1. Facilitate effective Communication across and within the College Community.
2. Continue to implement effective Technologies to enhance Communication and Engagement, whilst maintaining Personal Contact and Face to Face Communication.