



EASTSIDE
LUTHERAN COLLEGE

Strategic Plan 2021 - 2026

PLANS & VISION FOR THE FUTURE



Christ Our Rock



And so, I tell you, Peter: you are a rock, and on this rock foundation I will build my church, and not even death will ever be able to overcome it.
Matthew 16-18

Introduction

Eastside Lutheran College (ELC) focusses on the development of the whole child, through educating their hearts, their minds and hands. This is reflected in the overarching principles and values of the College that permeate all that we do.

New parents to ELC often express relief and confidence about the holistic education offered to their children. They also describe the friendly welcoming atmosphere, the feeling of family and community, the respect and good manners shown by students, and the genuine care and personal attention staff extend to each child. Staff are accessible and approachable and genuinely want to work in partnership with parents and carers to achieve the best possible outcomes for each child.

We believe in a Christian/Lutheran faith that guides staff and underpins a distinctive culture of care, learning and development. The learning opportunities are unique and are developed for the individual needs of each child guided by the Australian Curriculum. Students benefit from small class sizes with the additional support of teacher aides in most classes.

Governance

ELC is a School of the Lutheran Church through Lutheran Education Australia and operates under the guidance and advice of Lutheran Education Victoria, New South Wales and Tasmania District (LEVNT). There are over 80 Lutheran Schools and Kindergartens throughout Australia! Locally, St Peter's Lutheran Church, Hobart, appoints a College Board to oversee the governance of ELC who deals with development of policy, budgets and stewardship of the College. The Board's role is to develop a strategic plan to ensure the future development of the College.

Setting

ELC is situated in a tranquil bushland setting of approximately seven hectares with magnificent views of the Derwent River and Mount Wellington. The College is centrally located less than ten minutes from the Hobart CBD. A broad bus transport network brings students to the College from all areas of Hobart and surrounds.





History

ELC (originally named St Peter's Lutheran School) was established in 1982 by the congregation of St Peter's Lutheran Church, Hobart as part of its' Christian outreach to the wider community. Its' original location was in a house next to the church in Davey Street. In 1985, as enrolments increased, the school moved to its new premises on the Eastern shore of the river. At the end of 2002 the School moved towards offering a complete secondary curriculum and in November 2004, it was decided to change the name to Eastside Lutheran College.

Eastside Lutheran College is now a thriving, dynamic, outward-looking community that learns and lives according to the College's motto 'Christ Our Rock'.

Eastside Lutheran College is guided by ...

Mission

We exist to provide a caring, stimulating and safe environment, where students are challenged through high quality educational programs and practices to strive towards personal, social and academic excellence. Staff, parents, students, the church and the wider community actively collaborate to provide an environment where all can strive to reach their full potential under God.

Vision

To lovingly support a thriving, caring community of lifelong learners, each one a special child of God.

Principles

The Lutheran Education Australia "Life Long Qualities" serve as overarching dispositions, skills and attitudes through which teachers seek to develop students who are (and serve their communities) by being:

- + Self-directed, insightful investigators and learners
- + Discerning, resourceful problem solvers and implementers
- + Adept, creative producers and contributors
- + Open, responsive communicators and facilitators
- + Principled, resilient leaders and collaborators
- + Caring, steadfast supporters and advocates

Values

The teaching and learning programs of the College promote the characteristics of God through the explicit teaching of core values of: love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.





Strategic Intention 1 **LUTHERAN IDENTITY**

Promote the Lutheran identity in which the Gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities at the College and within the community.

1. Ensure there is a planned whole school focus on the Christian Lutheran identity.
2. Embed Service Learning across all year levels.
3. Provide support for teaching staff to engage in further study.
4. Create opportunities to practice everyday formation rituals with others in the workplace.
5. Seek funding and recruit an experienced suitable Youth worker and Chaplain with theological understandings of the Lutheran Confessions.
6. Promote Christian Community.
7. Increase Congregation connection with the College Community.



Strategic Intention 2 **CURRICULUM**

Develop an integrated, innovative, engaging, sequenced K-12 curriculum that provides for the needs and interests of students.

1. Provide professional learning and development opportunities for staff in the latest evidenced based pedagogical and curriculum practices.
2. Ensure that work experience and real-life experiences are embedded into the curriculum.
3. Develop and implement extra-curricular programs that creates opportunity for students to explore and develop their interest and skills.
4. Further expand the gardening and animal program and include Tasmanian specific industries as well as general skills for stewardship and enterprise.
5. Implement a professional development plan for each staff member.
6. Develop a recruitment plan and proactively seek Christian and Lutheran Staff.



Strategic Intention 3 **WELLBEING**

Develop a Christian nurturing environment that provides for the wholistic (physical, social, spiritual) wellbeing of all members of the Community.

1. Develop an integrated, documented well-being and pastoral care K-12 program.
2. Develop an evidence-based, site specific, student voice structure.
3. Develop programs that foster a deep understanding, respect and appreciation of other cultures, and Indigenous reconciliation.





Strategic Intention 4 GOVERNANCE/ FINANCE/ ADMINISTRATION

Review and Implement Governance, Finance and Administration structures of the College to enable continued sustainable growth.

1. Review the Governance structure of the College to develop governance that is in line with District Church Council structure and provides for an appropriately skilled Board.
2. Develop a marketing plan to transform and communicate the College brand and which defines and enhances the Community's perception of the College.
3. Develop a strategic five year expansion plan.
4. Ensure all College finance procedures, policies and operations promote sound financial principles and are in keeping with best practice.
5. Ensure all potential risks are managed in accordance with best practice and the risk management framework.



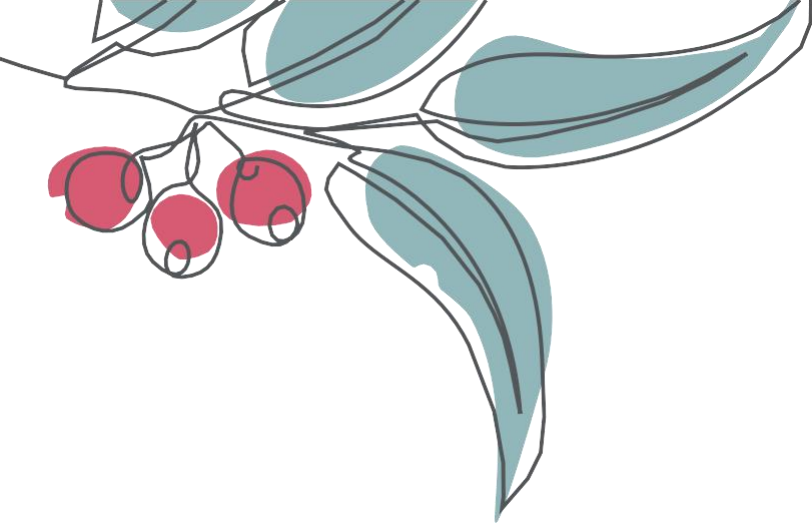
Strategic Intention 5

RESOURCES AND FACILITIES

Create College facilities that provide the infrastructure and resources that support and enrich learning experiences and meet the diverse needs of the ELC community of life-long learners.

1. Develop and implement the College Masterplan to extend the campus to meet future College and community needs which includes triple streamed K-10 and double streamed senior secondary.
2. Develop a yearly and five year maintenance and improvement plan for the College grounds and buildings with consideration to a library and resource centre and a gymnasium.
3. Implement a learning management system across the College.
4. Provide ICT upgrades to facilitate BYOD and increased curriculum needs.
5. Redesign and refurbish learning areas to reflect contemporary learning needs and 21st Century curriculum demands.





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