



GOLDEN GROVE LUTHERAN
PRIMARY SCHOOL

SCHOOL PLAN

2023



Believe. Collaborate. Achieve.

Introduction

Underpinned by the School's mission, vision and values, the 2023 School Plan provides the framework by which Golden Grove Lutheran Primary School will enunciate key principles and directions, set specific objectives and outcomes and establish targets against which implementation and progress can be reported. The 2023 School Plan has been collaboratively developed as a result of a shared reflection process.

Building on our mission to provide a program of education which is comprehensive and contemporary, embeds lifelong values, and encourages global citizenship, within an inclusive Christ-centred community, the 2023 School Plan details how this will be achieved in the context of contemporary education trends and expectations. Whilst we are mindful that education will continue to evolve over the course of the year, this School Plan gives us the necessary framework to ensure a rewarding, exciting and productive 2023 for the Golden Grove Lutheran Primary School.

School improvement requires a targeted and focused approach on key areas within a school community. After careful consideration, a manageable set of priority areas have been selected to guide the School's improvement efforts over the year. These improvement areas have been carefully referenced with the School's long term Strategic Plan. The 2023 School Plan is a valuable tool to assist in driving continued improvement in the quality of our practice at Golden Grove Lutheran Primary School.

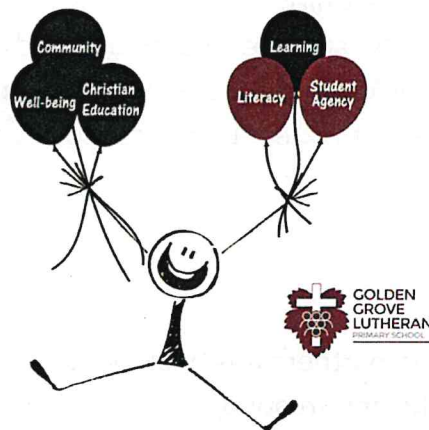
The Growing Deep Framework has been utilised to guide the development of the School Plan. The Framework assimilates best practice in school leadership and improvement and aligns it with the Lutheran faith and ethos of education.



Our Mission

To provide a program of education which is comprehensive and contemporary, embeds lifelong values, and encourages global citizenship, within an inclusive Christ-centred community.

Vision for the Child



Vision for the child

Within a Christ-centred community, a student at Golden Grove Lutheran School is an inquiring, knowledgeable and caring child of God, who helps to create a better and more peaceful world through intercultural understanding and respect.

We aim for our students to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

Foundational Values

The foundation of Lutheran education is the gospel of Jesus Christ which informs all learning and teaching, all human relationships, and all activities.

Believe: To accept something as true, genuine, or real and to have a firm conviction as to the goodness, or ability of something.

Collaborate: To work with another person or group in order to achieve or do something.

Achieve: To become successful or to reach a goal by effort, skill or courage.

Core Pillars and Guiding Principles

Teaching and Learning

At GGLPS we believe that optimal learning for all occurs when:

- safe and respectful relationships are grounded in trust, communication and collaboration
- high challenge learning design is differentiated to drive individual growth and support wellbeing
- learning is relevant, engaging and significant and is constructed through conceptual understanding and the process of inquiry
- the learner can confidently activate the relevant skills, habits and dispositions, including critical and creative thinking for success now and in the future
- quality assessment and effective feedback practices empower reflective learners as agents of their own learning

Partnerships

At GGLPS we believe that powerful partnerships occur when:

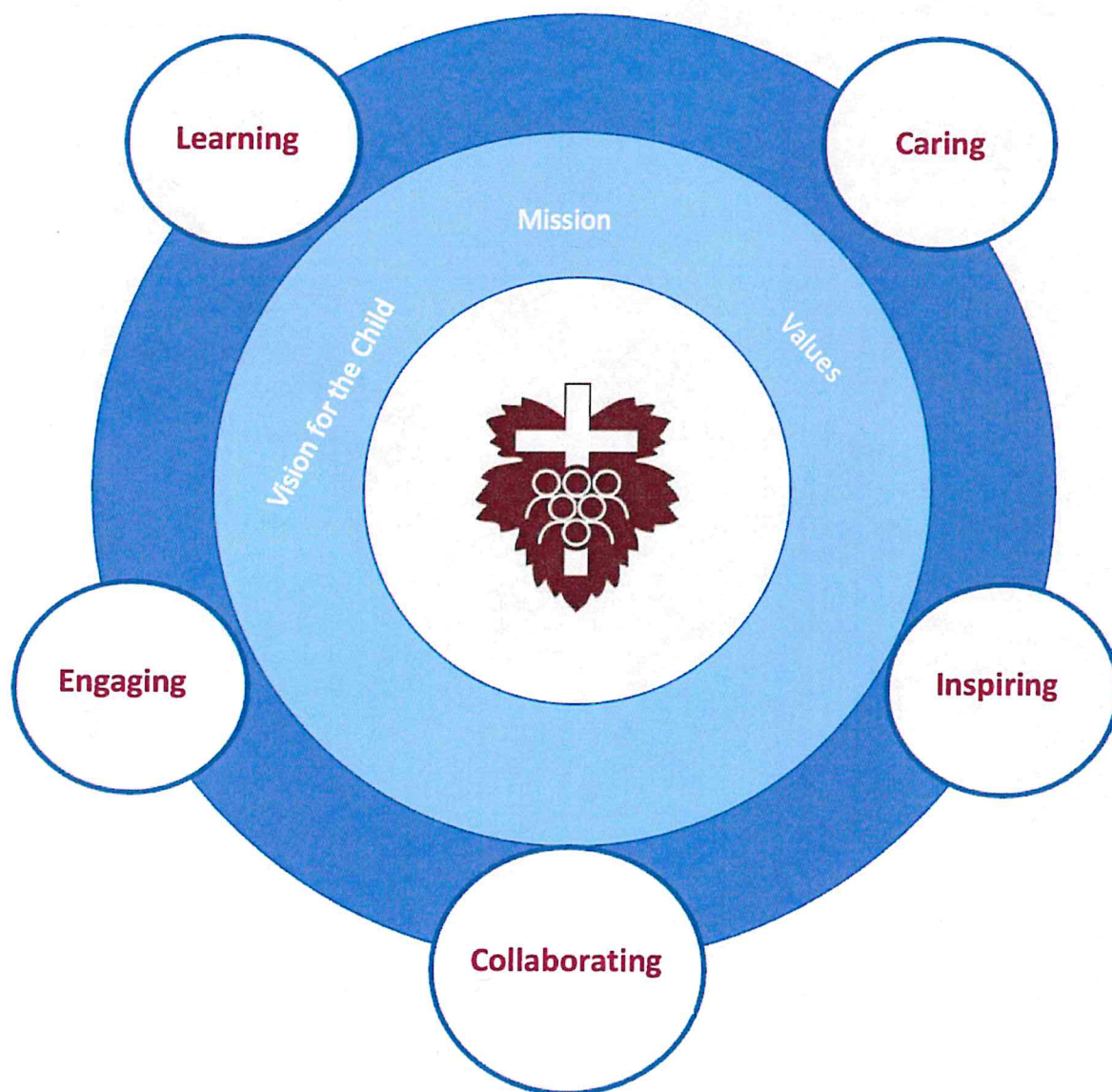
- relationships are respectful and trusting
- a clear purpose for the partnership is identified which is grounded in shared goals or beliefs
- the partnership is consultative and collaborative, empowered and sustained by responsive leadership, clarity of roles, and the development and resourcing of programs
- there is openness, honesty, and integrity in all communication and established action
- partnership goals and actions are regularly reviewed and provide for evidence growth within the partnership

Organisational Sustainability

At GGLPS we believe that Organisational Sustainability is optimal when:

- The community owns a shared understanding of the School's mission and vision which is communicated with clarity and purpose
- The structures in place are well-defined and agile and are open to change to ensure the goals, mission and vision are achieved
- The efficient allocation of resources, capital, financial and human, is responsive to identified needs and strengths which contribute to a sustainable future
- There are clear, measurable and transparent goals which are monitored and reviewed regularly, providing data, feedback and evidence to inform decision-making
- There are facilities which support the teaching and learning programme of the school

2023 Focus Areas



Learning

Growing Deep: Excellence in Learning

Our Academic program with IB PYP at its core, aligned with best practice pedagogy, supports students to achieve their best.



GOAL	STRATEGIC ACTIONS	INDICATORS OF SUCCESS
High challenge learning design is differentiated to drive growth and support wellbeing	<ul style="list-style-type: none"> To explore and use best practice in the teaching of reading Provision of professional learning in reading. 	<ul style="list-style-type: none"> Identified changes in the pedagogy and methodology in the teaching of reading Documentation written and used by teachers and LSO's Program embedded in practice
Learning is relevant, engaging and significant and is constructed through conceptual understanding	<ul style="list-style-type: none"> Implement feedback from recent PYP Evaluation visit (2020) The implementation of Australian Curriculum v.9.0 is further developed. 	<ul style="list-style-type: none"> IB PYP Action Plan implemented Practices embedded across school Engagement with IB PYP AISSA and other professional learning opportunities.
The learner can confidently activate the relevant skills, habits and dispositions, including critical and creative thinking for success now and in the future	<ul style="list-style-type: none"> Engagement of Lisa Burman to deliver continued embedded professional learning in 2023 Review of Christian Studies pedagogy and program 	<ul style="list-style-type: none"> Coaching and team teaching structure developed for the teaching of reading Understanding used by students and staff to support learning Christian Studies pedagogy and program reviewed
Quality assessment and effective feedback practices empower reflective learners as agents of their own learning	<ul style="list-style-type: none"> To fully explore the functionality of Toddle and TASS for data analysis and use of data to inform assessment and planning To intentionally discuss collected data to inform teaching and learning (eg. PAT, NAPLAN, wellbeing) • Review of Assessment and Reporting policy 	<ul style="list-style-type: none"> Regular use of Toddle by staff to inform planning Data is triangulated and used to inform teaching and learning in cohorts and clusters with an explicit focus on student growth.
Greater opportunities for parent engagement	<ul style="list-style-type: none"> Development of parent works 	<ul style="list-style-type: none"> Parent workshops conducted Feedback from annual health Anecdotal feedback

Caring

Growing Deep: Strengthening Lutheran Identity

Student wellbeing, positive education, our partnership with Golden Grove Lutheran Church, our Worship and Chaplaincy programs nurture students in understanding their identity, their values and their capacity to contribute to our community.



GOAL	STRATEGIC ACTIONS	INDICATORS OF SUCCESS
Safe and respectful relationships are grounded in trust, communication and collaboration	<ul style="list-style-type: none"> • Membership of PESA • Harmony Day (and home culture) celebrated • R U OK Day celebrated • National Sorry Day, Reconciliation Week and NAIDOC Week commemorated • Expanded use of the Wellbeing hub aligned with Counselling and Chaplaincy programs 	<ul style="list-style-type: none"> • Positive Education framework (including Be You) is implemented across the school • Formation and development of parent 'Be You' team • Celebrations occur • Wellbeing Hub renovation and resource upgrade • 'Connect before content' - opening of PLC in Term 1 to include related provocations • School families are engaged in a broader range of activities and events
The school and congregation enjoy a close and ever-growing covenant partnership	<ul style="list-style-type: none"> • Maintain open and transparent dialogue with Golden Grove Lutheran Church (GGLC) • Further support the work of the Ministry and Mission Standing Committee • Utilise shared ministry of chaplain, children's ministry worker and secretary • Celebrate links with Asaroka 	<ul style="list-style-type: none"> • Regular engagement with GGLC • Endorsement of updated Joint Usage Agreement • Interaction between the school and congregation occurs frequently and intentionally - e.g. playgroup and junior youth/ youth group • Promotion of GGLC activities e.g. fishing club • Rotary 'Peace Pole' project
The partnership with the School Board is consultative and collaborative, empowered and sustained by responsive leadership, clarity of roles and the development and resourcing of programs	<ul style="list-style-type: none"> • The School Board reports regularly to the school community 	<ul style="list-style-type: none"> • Parents receive regular reports via the newsletter, during meetings and via the Skoolbag app • There is openness, honesty, and integrity in all communication and established action
Students have the opportunity to engage in a range of co-curricular and personal interest programs	<ul style="list-style-type: none"> • Golden Time • Expand range of programs and opportunities available to students e.g. Sport and Performing Arts programmes 	<ul style="list-style-type: none"> • Annual student wellbeing survey • Annual LESNW Health Check Survey
Review school behaviour management policy	<ul style="list-style-type: none"> • School behaviour management policy is updated in light of contemporary research on behaviour learning and restorative practices 	<ul style="list-style-type: none"> • Updated policy endorsed by School Board • Annual student wellbeing survey • Annual LESNW Health Check Survey

Engaging

Growing Deep: Leading Effective Organisation and Management

Facilities, both physical and ICT, are engaging for learners and support the entirety of our curricular and co-curricular offerings.



GOAL	STRATEGIC ACTIONS	INDICATORS OF SUCCESS
The efficient allocation of resources, capital, financial and human, is responsive to identified needs and strengths	<p>Building Master Plan finalised</p> <p>Continue to apply for grant funding towards playground upgrades and nature play and renewal of classroom furniture in Years 3 - 6</p>	<ul style="list-style-type: none"> • School Board to endorse recommendations for staging • Completion of new Foundation classrooms for 2024 opening • Finalise plans for ELC staging • Finalise plans for joint nature play upgrade with P & F.
To upgrade ICT infrastructure and resources	Continued implementation of identified priorities of ICT Review	<ul style="list-style-type: none"> • Upgrade school phone system • Investigate feasibility of iPads or alternate student devices
Update school policies and risk register	Continued migration to use of Complispace new Policy Plus platform for policies and risk management, and WHS	<ul style="list-style-type: none"> • Policies updated and stored on Complispace • Risk register updated regularly • Use of online accident and incident reporting
Continue to upgrade school facilities	Renovation of GGOSH playground with State Government Capital Grant and possible Federal grant, develop proposals for upgrade of nature play space	GGOSH playground and Nature Play space upgraded, possible upgrade to JP playground.
Maintain registration to operate as a school	Complete five-yearly self-reflection and endorsement process with ESB.	ESB self-evaluation and re-endorsement process completed successfully.
Provide an efficient school database for staff team and families	Transition from Synergetic to TASS	Successful rollover from Synergetic to TASS and take up of parent lounge portal.
The school develops an effective strategic plan for 2024 - 2028	Peter Bleckly engaged to conduct strategic planning process throughout 2023.	The school has an effective and well articulated and communicated five year plan by the end of 2023.
The school continues to explore and early learning strategy for 3 and 4 year old children	<p>Expressions of Interest being accepted for an ELC with potential opening in 2025.</p> <p>Working with Arkvale Architects to explore ELC options on the existing school site.</p>	The school has an effective and efficient ELC plan which is clearly articulated to the school community and families who have expressed interest over the course of 2023.

Collaborating

Growing Deep: Building Community

Enhancing our culture of warmth, welcome and engagement throughout our school and with our communities, both local and international.

Connected Schools



GOAL	STRATEGIC ACTIONS	INDICATORS OF SUCCESS
The community owns a shared understanding of the school's mission and vision which is communicated with clarity and purpose	<ul style="list-style-type: none"> To communicate the vision and strategic initiatives with the school community (staff, parents, congregation) To embed the 'Growing Deep' leadership framework across the school 	<ul style="list-style-type: none"> Published Annual Plan and Strategic Directions and corresponding Annual Report and Handbooks Growing Deep used for professional learning and policies Effective communication through Schoolbag and TASS
The strengths and successes of the school are strongly communicated to and celebrated with the school and wider community	<ul style="list-style-type: none"> Implementation of Marketing Plan Marketing sub-committee to continue to develop the most efficient and effective strategy to promote the School 	<ul style="list-style-type: none"> Marketing strategy and implementation of marketing plan is monitored throughout the year Regular reports to School Board on strategies used for marketing purposes
Grow linkages with the Connected Schools network and embed a K - 12 philosophy	<ul style="list-style-type: none"> Continue to work with Connected Schools to improve student outcomes through co-operative student programs, staff connections, marketing strategies and opportunities to share resources and information Endorse and actively encourage the Connected Schools partnership 	<ul style="list-style-type: none"> Interactions between GGLPS and Endeavour, as well as our other Connected Schools partners, are frequent e.g. Athletics Carnival, Worship, Art workshops, Sports Coaching
The School will continue to grow and strengthen our shared partnerships with Asaroka and Eisuggokan Elementary School in Japan	<ul style="list-style-type: none"> Further connections with Asaroka and Eisugakkan for curriculum based activities, service learning and alternative learning programs 	<ul style="list-style-type: none"> Regular communication between GGLPS, Asaroka and Eisuggokan. Engage with Eisugakkan trip to Australia (July) and trip to Asaroka (September).
Strong, respectful and trusting relationships with the local community are enhanced	<ul style="list-style-type: none"> To work collaboratively with and Wynn Vale PS Celebrate the ethnic diversity within the school Work closely with P & F and Class Carers Further develop relationships with local kindergartens (Homestead, Kozy Kids, Salisbury Lutheran) Grow our relationship with Tea Tree Gully RSL sub-branch, Rotary and local MP's and community leaders and organisations. 	<ul style="list-style-type: none"> Regular communication between GGLPS and Wynn Vale PS Regular P & F meetings and events, strong support and promotion of Class Carers and P & F Visits occur between GGLPS and local preschools and kindergartens Collaboration occurs with external community organisations and leaders.

Inspiring

Growing Deep: Ongoing Improvement and Innovation

Supporting our Golden Grove staff team in a sense of achievement and fulfilment through achieving the highest possible professional standards and spiritual formation to in turn provide students with an inspiring, engaging and tailored learning environment.

BELIEVE
COLLABORATE
ACHIEVE

GOAL	STRATEGIC ACTIONS	INDICATORS OF SUCCESS
Teachers, and all school staff, are supported in growing their professional practice and pedagogy	<ul style="list-style-type: none"> Investment in professional learning, including Reading and ICT as well as Positive Education and Connected Systems Framework Opportunities for teacher collaboration on PYP and pedagogy, including local MTPYPH workshops SA IB Schools and Spotlight Sessions Professional learning is provided in key priority areas for the school - IBO and AISSA Development of annual goal setting and professional learning plans for all staff Provision of leadership opportunities through AISSA. 	<ul style="list-style-type: none"> Feedback from cluster planning and meetings Building broader networks within and outside of the school to grow PYP, including SA PYP Network and IPSHA Provision of professional learning from IB and associated networks and RTG for IT Opportunities to participate in professional growth processes - goal setting, instructional coaching. Reflection and evaluation on professional learning Annual goal setting, feedback and reflection processes implemented.
All school staff are supported in engaging in ongoing spiritual formation	<ul style="list-style-type: none"> Daily devotions, regular bible studies and support for Connect, Equip and postgraduate study, as well as engagement with the LDP. Continue existing spiritual practices as a staff team due to positive feedback. 	<ul style="list-style-type: none"> Feedback from spiritual growth opportunities and programs
Growing the connectedness of the school with community expertise and partnerships	<ul style="list-style-type: none"> Broader range of community and business partners to support learning and innovation 	<ul style="list-style-type: none"> Strong number of 'ambassadors' to draw on to support student learning and programmes.



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