

2015 -
2018

Crossways Lutheran School Improvement Plan



CROSSWAYS
LUTHERAN SCHOOL

Focus 1: Lutheran Ethos and Spiritual Integration

Strategic Priority	Persons Responsible	Objectives	Time Frame	Potential Outcomes	Approx. Costing
1.1 Christian value and behaviour	Principal – Spiritual Leader All staff Staff & School Council Principal, Finance Officer & Admin staff	<ul style="list-style-type: none"> Communicating God’s love, forgiveness, and Grace e.g. daily devotions, chapel and staff worship. Employ and retain staff with Christian values that align with our Lutheran Ethos Inclusion of Christian perspective throughout school policies and their implementation Integrate Christian Biblical Faith of Jesus as Saviour and Lord into all aspects of curriculum and school life Establish a Chapel band Ongoing encouragement to all staff to attend 5th Sunday services at school Chaplain/ Counsellor role – P&D training - improvement 	2015 -2018 2017 Ongoing 2016	<ul style="list-style-type: none"> *Increased imbedded Lutheran Ethos *Increased staff involvement in church services at school *Chapel band - improved worship by students *Chaplain/ Counsellor support – students and staff 	
1.2 Enhance Spiritual Growth	Principal All staff LSA training staff	<ul style="list-style-type: none"> Cultivate a spirit of service in our school community (staff, students and parents) – Lutheran Ethos Accreditation to teach in a Lutheran School – Equip training. Time allocated to spiritual growth and reflection 	Ongoing	<ul style="list-style-type: none"> *Accreditation of all staff – Equip *All staff to participate in Spiritual Encouragement – Ps. Allan Wain 	
1.3 Wellbeing - Whole School Community	All Staff	<ul style="list-style-type: none"> Whole school approach to improved wellbeing: Positive Psychology and other wellbeing programs 	Ongoing	<ul style="list-style-type: none"> *Implementation of wellbeing programs – Positive Psychology 	

Focus 2: Curriculum - Teaching and Learning

(Professional Development and Curriculum Delivery)

Strategic Priority	Persons Responsible	Objectives	Time Frame	Potential Outcomes	Approx. Costing
2.1 Continuous Curriculum Improvement	Principal and Leadership Team SA Country Arts TAFE AISSA Navigator College	<ul style="list-style-type: none"> • Early Learning Centre – Planning phase • Planning and developing integrated units of work to cover new National Curriculum subjects: Economics and Business & Civics and Citizenship • Pedagogy that reflects and includes strategies for student differentiation • Curriculum developments: <ul style="list-style-type: none"> - Music, Dance (Katie Dawson to teach), Performing Arts (Drama), - Music, Home Economics, Woodwork - electives – M/S • Staff Professional Development – electives/ Curriculum. Visiting sister schools and attending learning area workshops • Scope and Sequence - Reception to year 10 • Staff Appraisal – AITSL Standards – graduate and Proficient Teachers. Goal setting and Self-Assessment needs to be completed for teachers appraisal • More Performances to invite – Literature/ wellbeing 	<p>2015 - 2017</p> <p>2016</p> <p>Continuous</p> <p>2017</p> <p>2016</p> <p>2016 end</p> <p>Ongoing</p> <p>2016 - 2018</p>	<p>*Improved Curriculum delivery</p> <p>*New subjects for M/S – electives – increased enrolments</p> <p>*Collating and endorsing necessary policy documents for Registration.</p> <p>* Improve own Teaching methodology and strategies – AITSL</p>	
2.2 WHS – whole school & Curriculum	Principal & Staff WHS Committee Outside contractors etc.	<ul style="list-style-type: none"> • WHS Policy implementation across the whole school. • <i>Volunteers/Contractors/ Trades working on premises</i> • Effective preparation of Risk Assessment documentation for camps and excursions 	Ongoing	<p>*Submitting risk assessments timely</p> <p>*Ensuring the safety of everyone on the school grounds: visitors, workers and Staff</p>	

2.3 Maintain relationship with "Sister" schools to support teaching and learning	Leadership All Staff Students	<ul style="list-style-type: none"> Formal visits to Concordia- , Immanuel- , Navigator College and Maitland Lutheran School – relationship building and learning – link in with P&D Crossways staff buddy up with staff from other Lutheran Schools – peer support and exchanging expertise. Attending the Lutheran Conference 	Ongoing 2016	*Professional development of staff through peer support.	
2.4 Literacy and Numeracy improvement R - 10	Principal Leadership Staff LSO's and home liaisons AISSA staff	<ul style="list-style-type: none"> NAPLAN results – analyse and plan way forward for improvement – strategise NAPLAN results distributed and discussed with parents LSO support during lessons – revised time table Benchmark against school with same cliental J/S encouraging parental involvement in student's reading - running coaching programs for parents (Home support) Introducing the <i>Jolley Phonics program across all year levels</i> 	2015 – 2018 2016 Continuous 2016 – 2018 Ongoing	*Improved NAPLAN results 2017 *Implementing Jolly Phonics program - all year levels *Increased classroom support – J/S	
2.5 Improved Attendance & Retention	Principal Leadership Staff School liaison LSO's	<ul style="list-style-type: none"> Rewards for attendance home group and individual students (100% attendance) Contact families about absences regularly – effective communication and relationship building Completing attendance data - Term basis 	Continuous	*Better attendance lead to better results *No gaps in learning	
2.6 Upgrade and Improve Physical School Environment/ Facilities	Principal Leadership Staff Council	<ul style="list-style-type: none"> Lab facility: gas, cupboards, basins, prep room, apparatus, chemicals, fume cabinets etc. Classroom furniture – Middle School Painting – building's interior and exterior – all school building (September holiday) J/S – new cupboards with storage place Play equipment – swings Canteen 	2015 – 2018 2015 – 2016 2015 end 2016 2017	*Increased enrolments *Physically the school environment must be presentable and inviting – school tours	

2.7 Resources – Technological devices	Leadership Staff	<ul style="list-style-type: none"> • Staff laptops – innovative programming • Schedule for maintenance and replacement: projectors, interactive white boards, iPads & filmmaking equipment, computer room upgrade etc. • Laptop option 8 – 10 – to be negotiated with parents • Implementation of PC Schools SPIDER program for roll book, reports and attendance. • Training all staff Implementation min office – new modem. Email address change – all staff 	2016	*Implementing modern teaching strategies – integrating technology successfully into Curriculum
	Finance Committee		Continuous	
	Parents/ Caregivers Council		2016 – 2017	*Improved Curriculum delivery, planning and preparation - teachers
			2015	
			2016	

Focus 3: Marketing and Promotion

Strategic Priority	Persons Responsible	Objectives	Time Frame	Desired Outcomes	Approx. Costing
3.1 Target Kindy.	Principal All staff Parents	<ul style="list-style-type: none"> • Open Days – potential students and their parents • Involving the Playgroup kids in formal lessons in reception – art and story telling • School tours for community members – on appointment • Market/ Fun Fair Day – major fundraising event once a year 	Term 3 – 4 Once a month Ongoing 2016 2016 - 2017	<ul style="list-style-type: none"> *Increased exposure of Crossways in the community – increased enrolments *More community involvement *Promoting school facilities 	
3.2 Marketing Strategy	Principal Finance Officer Admin staff	<ul style="list-style-type: none"> • Invite potential parents and community members to events hosted by school – PIN Night • Distribute the school Prospectus widely in town – businesses etc. • Promoting the school’s website & printing new School prospectuses • Promote scholarships for Indigenous and Non – Indigenous students to Lutheran schools in Adelaide – Concordia- , Immanuel College etc. • Regular newsletters to the community, using the local newspaper to promote important events, achievements etc. • School sign board – advertise events and important dates • Parent Interview nights, Parent information nights and parent meeting at nearby regional schools to promote Crossways Lutheran School • TV advertisement – Enrolments and school facility upgrades • Uniform change for boys and girls – in final negotiations with all stakeholders and 	Continuous process 2016	<ul style="list-style-type: none"> *Putting our school back on the map. *Gaining community trust and support *Leads to increased enrolments *Wide exposure to communities beyond Ceduna *Regular news and information to school community and beyond – promoting strategies 	

		<p>manufacturers</p> <ul style="list-style-type: none"> • Internet connection Admin office – Teachers email address change – Joel/ Leek Geek • Mail drops – promoting enrolments and services • Designing and print of promotional sticker (Prospectus photo)– school bus and donut van 	<p>Term 3 & 4</p> <p>2015 – 2016</p> <p>2015 – 2018</p> <p>2015 - 2016</p>		
3.3 Youth Development Events	Principal All staff	<ul style="list-style-type: none"> • Port Power (Will Power Program for youth) – including CAS, Elliston- , Streaky Bay- , Yalata, - Koonibba- , Penong and Oak valley in the event. 	2015 - 2018	*Empower student wellbeing and involving all neighbouring schools by linking with outside agencies	
3.4 Community/ Indigenous Events	Leadership All Staff Parents	<ul style="list-style-type: none"> • Celebrating Community events/ Significant days: Reconciliation - , Sorry - , Cultural Day etc. 	Continuous	*Acknowledging cultural diversity	
3.5 Enrolments (Marketing)	Principal Leadership Reception staff Liaison LSO's	<ul style="list-style-type: none"> • Start next year – 93 students & Aim for 110 • Reception – 3 intakes (see policy) – Jan, April and July • Goal to achieve – 120 – 160 students • Year 7 Transition 	<p>2015</p> <p>2016 – 2018</p> <p>2018</p> <p>2015 - 2018</p>	*Implementing our Mantra: “Refresh, Expand and Grow”	

Focus 4: Sustain School values: respect, love, forgiveness, empathy and diversity

Strategic Priority	Persons Responsible	Objectives	Time Frame	Desired Outcomes	Approx. Costing
4.1 Respecting self and others	Principal All staff	<ul style="list-style-type: none"> Establish social skills programs – Ab Health programs about healthy living, Beyond Blue, Positive Psychology etc. Cyber Safety programs – involving outside agencies Improved wellbeing of staff and students – implementation of wellbeing policies – SBM, Grievance – Privacy Policy etc. Implementation of Behavioural Policies – actions, consequences and forgiveness – fresh start 	2015 - 2018	<p>*Respect each other. “Love your neighbour as you love yourself”</p> <p>*Forgive as Jesus forgave us for our sins.</p>	
4.2 Celebrating Diversity	Principal School Council Staff	<ul style="list-style-type: none"> Crossways Lutheran School serves the whole community – Non – Indigenous and Indigenous Year 7 students Interstate Exchange Program with Tarrington Lutheran School Celebrating Cultural events and significant days Election of a Committee 	2016 - 2018	<p>*Acknowledging significant Cultural days and celebrate them.</p> <p>* Celebrating diversity at school</p>	
4.3 Teambuilding and Wellbeing	All Staff	<ul style="list-style-type: none"> Social Committee to organise regular events for staff – teambuilding and socialising 	Ongoing	*Improved wellbeing and team spirit	

Focus 5: Vision for our School Community

Strategic Priority	Persons Responsible	Objectives	Time Frame	Desired Outcomes
5.1 Provide opportunities for engagement	Principal Teachers Parents School council SRC	<ul style="list-style-type: none"> Open Days, School tours, Grand Parent Days & Old Scholar evenings, PIN nights (Parent interviews), Transition and Playgroup (Save the Children). Improved communication with school community – newsletters, student diaries, email, events on website, communication book and phone. Uniform Committee – leadership, parent, staff and SRC involvement 	Term 4 Ongoing 2015 - 2018	<ul style="list-style-type: none"> *Effective Relationship building *Effective communication via different media
5.2 Promote school achievement	All staff Principal PLP teacher	<ul style="list-style-type: none"> Academic results of present and achievements of old scholars Service provisions – community involvement of students – visiting old age homes and hospital, beach clean-up and airport clean up area Invite local businesses & VIP's, LSA officials, etc. to attend events and ceremonies at school. Year 10 work experience – invitation to local employers to attend a Work experience information evening at school to address expectations and to get to know them 	Each term Website 2015 - 2018 Term 3 – week 7 Ongoing	<ul style="list-style-type: none"> *Feedback on student achievement – academic & sport etc. *Increased community involvement – students visiting old age homes and hospital *Students connect with community through work experience – year 10 *Issuing reports during PIN nights
5.3 Liaising, sharing information and Involving community and community organisations	LSO's – liaisons Staff Principal	<ul style="list-style-type: none"> Link to parents – speedy follow up on issues concerning students – personal connection with parents School fees payments to follow up Visiting feeder schools – promote enrolments –Local Kindy, Koonibba, Penong and Yalata 	Continuous throughout the year	<ul style="list-style-type: none"> *Prompt reaction on issues concerning our students *Encourage payments of school fees or alternate arrangements

Focus 6: Promote Leadership and Citizenship

Strategic Priority	Persons Responsible	Objectives	Time Frame	Desired Outcomes	Approx. Costing
6.1 Effective Governance for School Councillors	School Chairperson & Council	<ul style="list-style-type: none"> Effective meeting procedures Induction for new members – Governing Council Booklet (LSA office) 	Review 2017	*Effective Induction of Governing council members	
6.2 Collaborative decision-making	Principal Chairperson	<ul style="list-style-type: none"> Open communication Accurate documentation by committees, groups and leadership Open, transparent and confidential 	Continuous	*Staff pulling in one direction – same common goals. *Support and work with Principal and Leadership Team	
6.3 Support staff in P&D and Leadership training	Principal Leadership All Staff	<ul style="list-style-type: none"> Open door policy Debrief meetings – all staff Implementing the AITSL standards for staff Grievance Policy – students, staff and parents Shared leadership – peer support in organising events etc. Leadership Development – teachers 	2015 - 2018	*Improved wellbeing *Leadership development of staff *Uniform policy implementation	
6.4 Students leadership	Principal SRC Teachers	<ul style="list-style-type: none"> Leadership programs – students Establish a student voice through the SRC – SRC meetings. Students to run Chapel – home groups – rotation SRC to organise Chapel – working with the Principal and Chaplain 	2015 - 2018	*Developing student leadership *Build confidence in students	

Created: June 2015

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Next Reviewed Date: July 2018