

Lutheran Schools Association, SA, NT & WA Inc

LSA

Strategic Plan 2015 - 2018



LUTHERAN
Schools
ASSOCIATION

SOUTH AUSTRALIA
NORTHERN TERRITORY
WESTERN AUSTRALIA

LSA

Mission & Vision

The Lutheran Schools Association is a collaborative team enabling, encouraging and supporting our learning communities to be thriving, innovative providers of quality education in a Lutheran context.

Responding to God's grace we are committed to:



- Serving
- Building capability
- Providing direction
- Enhancing relationships
- Learning

... to bring out the 'God colours' in the community (*The Message* Matt 5: 14)

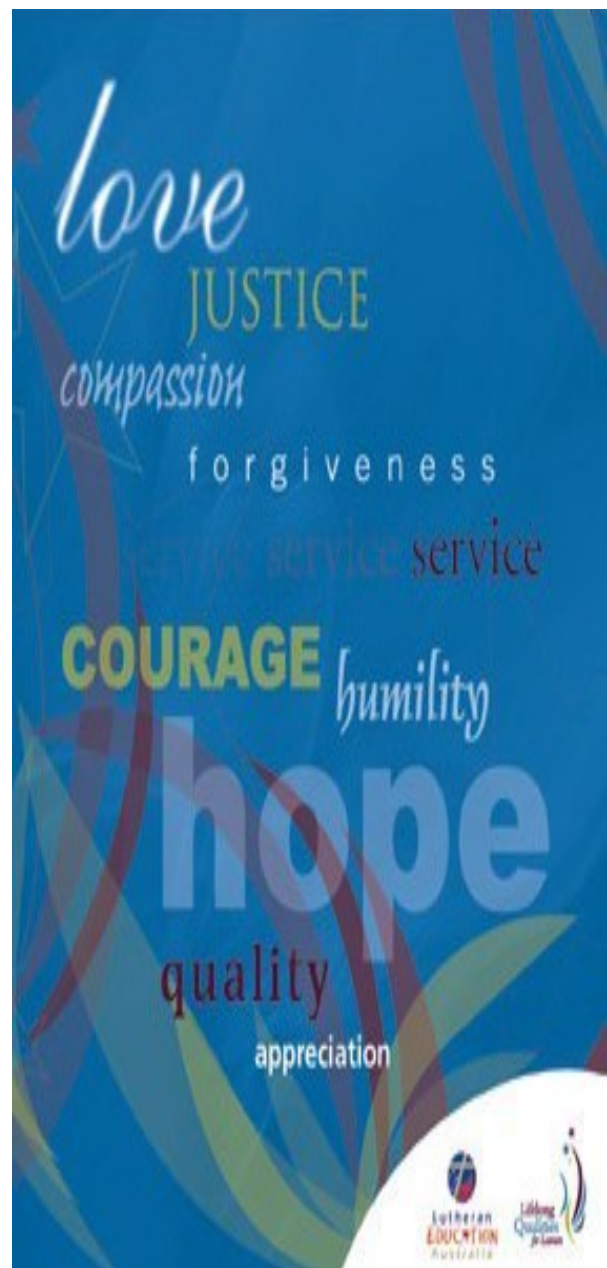
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Values for Lutheran Schools

Values provide a framework for decision making.

The Lutheran Education Australia framework, *Lifelong qualities for learners* " defines the ethos of Lutheran Schools:

'As central to their mission and ministry, Lutheran schools seek to nurture individuals who are aware of their humanity, open to the influence of the holy spirit and growing in and living according to a cohesive worldview while living in community and reflecting the characteristics of God through core values, especially **love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation**" (LEA Statement of Values).



LSA

Strategic Intentions 2015—2018

Core Function:
Identity

1. To grow and enhance our relationships with, and our responsibilities to, our partners and statutory bodies in education.
2. To refresh the LSA brand to build clarity and confidence across the region.
3. To clearly articulate the type and parameters of service which the LSA team can deliver to learning communities.
4. To build a LSA structure with clear roles aligned to delivery of LSA's strategic plan.



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Strategic Intentions 2015—2018

Core Function: Education

1. To improve the quality of education within a Lutheran context.
2. To extend the understanding of our learning communities of the Lutheran context and how it applies to education.



LSA

Strategic Intentions 2015—2018

Core Function:

***Leadership Development
& Succession***

1. To drive learning communities' independence by developing leadership capacity, capability and confidence.
2. To support a culture in which all cluster learning communities collaborate to ensure each is sustainable and thriving while respecting their unique points of difference.



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Strategic Intentions 2015—2018

Core Function:

***Governance, Finance &
Risk Management***

1. To provide support to all learning communities to fulfil their regulatory obligations with regard to financial, industrial, WHS and other matters.
2. To secure the sustainability of the LSA region as a whole by developing consistent systems, processes and templates for use in each learning community and by building financial and business risk management acumen among learning community leaders.



Initiatives behind the Core Function Goals**Identity**

- ⇒ Articulate/document roles of LEA, LEQ, LEVNT, LCA, LCA SA/NT, . AISSA, AISWA, AISNT and our relationship & responsibilities to/with them.
- ⇒ Implement a relationship building plan.
- ⇒ Seek appropriate and effective working relationships with other education entities for the benefit of our learning communities.
- ⇒ LSA office to clarify our brand.
- ⇒ Develop a formal feedback process to review the effectiveness of the LSA team.
- ⇒ Clarify and document roles for LSA staff
- ⇒ Align all PD to best practice principles with a view to shaping the preferred future for LSA system.
- ⇒ Address internal HR needs

Education

- ⇒ Constant improvement in the quality of teaching, enabling learners to bring out their God-colours within a Lutheran context.
- ⇒ Increase the interactions with learning leaders in learning communities to bring about pedagogical change.
- ⇒ Equip staff in learning communities to maintain and construct 'Lutheran identity'
- ⇒ Support and engage with other stakeholders connected with learning communities (eg. Councils, Pastors, Parents)
- ⇒ Support, enrich and engage with network groups
- ⇒ Strengthening sustainability of initiatives
- ⇒ Fostering professional conversations about deeper-rich learning in and across learning communities

Leadership development and succession planning

- ⇒ Embed the Principal Appraisal process in local sites.
- ⇒ Deliver governance training to governors, principals & business managers at hub/cluster gatherings.
- ⇒ Explore the potential that clusters can add to Lutheran Education in our region.
- ⇒ Work with the Region to define the scope and opportunities associated with Clusters

Governance, Finance and Risk management

- ⇒ Improve Communication with Schools
- ⇒ Review and Document all existing processes
- ⇒ Provide Education
- ⇒ Clarify WHS/HR Advisory Services
- ⇒ Create LSA Financial Tools