As a significant leader in Christian co-education, Luther College offers an educational environment where Christ is central, excellence is pursued and relationships are valued.

Luther College has been providing opportunities and experiences that grow and prepare individuals to successfully contribute to society since 1964.

In 2012, Luther embarked on a journey of reflection, consultation and planning to design a strategic direction for the College. The Luther College Strategic Design 2013-2016 has been shaped by the College Council in collaboration with the College community. Importantly the strategic design is informed by the foundational mission and values of the College and focussed by a statement of purpose.

The Luther College Strategic Design 2013-2016 has four overarching strategic themes – learning and leading, connecting and collaborating, accompanied by a set of six strategic priorities which will inform and set the direction for the College over the coming years.

Associated plans for the College will be monitored and reviewed regularly to ensure that the actions and operations of the College are in alignment with the strategic intent.

We acknowledge and give thanks to all who have contributed to shaping The Luther College Strategic Design 2013-2016. We look forward to seizing the opportunities which exist as we continue to work together to capitalise on the strong foundations of the College for the creation of greater futures for all.

Helen Suke
Chair
Luther College Council

Michael Kleidon
Principal
Luther College
What do we value at Luther College?

The Christian values that permeate throughout the College include:

<table>
<thead>
<tr>
<th>Service</th>
<th>selflessness, leadership, compassion, humility, awareness, empathy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community</td>
<td>relationships, belonging, love, care, compassion, cooperation, forgiveness</td>
</tr>
<tr>
<td>Excellence</td>
<td>purposeful, perseverance, commitment, improvement, courage, reflection</td>
</tr>
<tr>
<td>Integrity</td>
<td>authenticity, honesty, accountability, respect, reliability, ownership</td>
</tr>
</tbody>
</table>
Luther College is an educational environment where Christ is central, excellence is pursued and relationships are valued. Luther College provides opportunities and experiences that grow and prepare individuals to successfully contribute to society. The four overarching themes of the Strategic Design are Learning and Leading, Connecting and Collaborating.
We are passionate about learning in, and through, a rich diversity of experiences. Our learning is prioritised and purposeful. It is relational, relevant, rigorous and reflective.

We know that through education, and being focussed on preparing people for future opportunities, we are best prepared to lead tomorrow.
We invest in the formation of strong relationships, acknowledging that these are precursors for positive communities, safe learning and effective leading.

We are committed to fostering a culture of care, collaboration and service, within our local and our global community.
Learning and Leading, Connecting and Collaborating

How we will achieve our strategic priorities

**Educational Outcomes of Quality**

- Ensure learning is prioritised and purposeful through the offering of experiences that are relational, relevant, rigorous and reflective.
- Enable Luther to be a vibrant and cohesive, professional learning community where all individuals are learners.
- Achieve quality educational outcomes through the provision of a contemporary curriculum.
- Provide opportunities to acknowledge service, reward excellence and celebrate success.

**Grow Capability and Capacity**

- Attract, develop, motivate, acknowledge and retain quality individuals.
- Ensure the College continues to have strong governance, leadership and management structures and practices.
- Foster programs and practices that enhance internal consistency and high standards of teaching and learning.
- Provide experiences that assist individuals to become independent and reflective in their learning.

**A Culture of Excellence and Continual Improvement**

- Develop systems and processes for the collection and analysis of relevant data to evaluate effectiveness and shape improvement.
- Continue to develop policies, processes and plans that enhance the capacity to focus on and support the strategic priorities.
- Encourage sustainable practices that are environmentally, financially and socially responsible.
- Continue to foster an environment that supports collaboration, communication, continual improvement and innovation.

**Positive Relationships and Productive Partnerships**

- Actively foster strong relationships with members of our College community; students, staff and families.
- Foster educationally relevant relationships and partnerships with other communities, both locally and globally.
- Continue to provide effective and efficient pastoral care and wellbeing programs, policies and structures.
- Further the Christian reach of the College.

**Strong and Connected Community**

- Ensure the College continues to have strong governance, leadership and management structures and practices.
- Continue to develop policies, processes and plans that enhance the capacity to focus on and support the strategic priorities.
- Promote service and explore ways to grow a philanthropic culture within the College.
- Establish opportunities to connect peers through professional learning and research.

**A Christian School of Reputation, Result and Resolve**

- Build upon the strong reputation of the College within local, Church and educational communities.
- Ensure that high standards of health, safety and professionalism are clearly articulated, communicated, implemented and upheld.
- Ensure organisational integrity through an alignment of the College’s values, policies and practices.
- Remain committed to affordability and long-term viability through careful risk consideration and diligent exploration of opportunities.

- Actively seek to capture the cultural capital of the College.
- Promote avenues and practices for effective communication and feedback to exist across all aspects of the College.