Greater Futures
The Luther College Strategic Design
2013-2017
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 2013-2017 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 2013-2017 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.

Helen Suke
Chair
Luther College Council

Michael Kleidon
Principal
Luther College

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 2013-2017. 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.
What do we value at Luther College?

The Christian values that permeate throughout the College include:

<table>
<thead>
<tr>
<th>Category</th>
<th>Values</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Service</strong></td>
<td>selflessness, leadership, compassion, humility, awareness, empathy</td>
</tr>
<tr>
<td><strong>Community</strong></td>
<td>relationships, belonging, love, care, compassion, cooperation, forgiveness</td>
</tr>
<tr>
<td><strong>Excellence</strong></td>
<td>purposeful, perseverance, commitment, improvement, courage, reflection</td>
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<tr>
<td><strong>Integrity</strong></td>
<td>authenticity, honesty, accountability, respect, reliability, ownership</td>
</tr>
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</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

<table>
<thead>
<tr>
<th>Educational Outcomes of Quality</th>
<th>Grow Capability and Capacity</th>
<th>A Culture of Excellence and Continual Improvement</th>
<th>Positive Relationships and Productive Partnerships</th>
<th>Strong and Connected Community</th>
<th>A Christian School of Reputation, Result and Resolve</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensure learning is prioritised and purposeful through the offering of experiences that are relational, relevant, rigorous and reflective.</td>
<td>Attract, develop, motivate, acknowledge and retain quality individuals.</td>
<td>Develop systems and processes for the collection and analysis of relevant data to evaluate effectiveness and shape improvement.</td>
<td>Actively foster strong relationships with members of our College community; students, staff and families.</td>
<td>Continue to look for opportunities to enrich the connection and sense of belonging within the College community.</td>
<td>Build upon the strong reputation of the College within local, Church and educational communities.</td>
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<tr>
<td>Enable Luther to be a vibrant and cohesive, professional learning community where all individuals are learners.</td>
<td>Ensure the College continues to have strong governance, leadership and management structures and practices.</td>
<td>Continue to develop policies, processes and plans that enhance the capacity to focus on and support the strategic priorities.</td>
<td>Continue to provide effective and efficient pastoral care and wellbeing programs, policies and structures.</td>
<td>Actively seek to capture the cultural capital of the College.</td>
<td>Ensure that high standards of health, safety and professionalism are clearly articulated, communicated, implemented and upheld.</td>
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<tr>
<td>Achieve quality educational outcomes through the provision of a contemporary curriculum.</td>
<td>Foster programs and practices that enhance internal consistency and high standards of teaching and learning.</td>
<td>Encourage sustainable practices that are environmentally, financially and socially responsible.</td>
<td>Foster educationally relevant relationships and partnerships with other communities, both locally and globally.</td>
<td>Promote service and explore ways to grow a philanthropic culture within the College.</td>
<td>Ensure organisational integrity through an alignment of the College’s values, policies and practices.</td>
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<tr>
<td>Create environments that enable the overarching themes and strategic priorities to be achieved.</td>
<td>Provide experiences that assist individuals to become independent and reflective in their learning.</td>
<td>Continue to foster an environment that supports collaboration, communication, continual improvement and innovation.</td>
<td>Nurture faith development and the Christian reach of the College.</td>
<td>Establish opportunities to connect peers through professional learning and research.</td>
<td>Remain committed to affordability and long-term viability through careful risk consideration and diligent exploration of opportunities.</td>
</tr>
<tr>
<td>Provide opportunities to acknowledge service, reward excellence and celebrate success.</td>
<td>Provide opportunities and experiences that foster personal and professional growth.</td>
<td>Foster a school culture that strives for excellence through clarity of purpose and a commitment to high standards and expectations.</td>
<td>Strengthen beneficial partnerships with external associates and stakeholders.</td>
<td>Create environments and foster practices that promote collaboration, inclusion and connection.</td>
<td>Promote avenues and practices for effective communication and feedback to exist across all aspects of the College.</td>
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Enable Luther to be a vibrant and cohesive, professional learning community where all individuals are learners.

Ensure the College continues to have strong governance, leadership and management structures and practices.

Educational Outcomes of Quality

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Growing Capability and Capacity

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A Culture of Excellence and Continual Improvement

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Positive Relationships and Productive Partnerships

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Strong and Connected Community

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A Christian School of Reputation, Result and Resolve

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