



GEELONG  
LUTHERAN  
COLLEGE

STRATEGIC  
*vision*

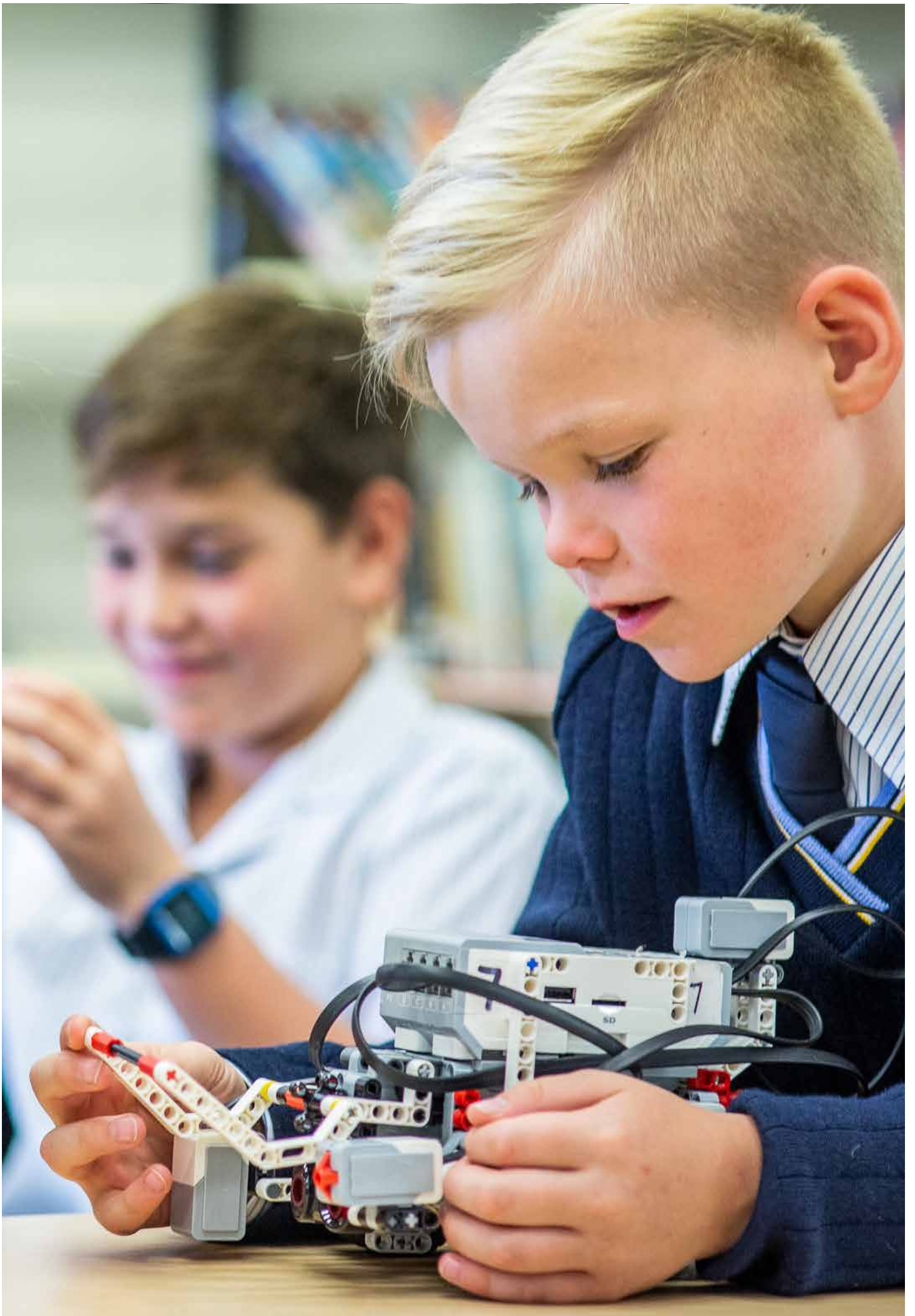
2019 - 2023

ST JOHN'S NEWTOWN

ARMSTRONG CREEK







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## **OUR** *Vision*

**To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.**

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## **OUR** *Mission*

Geelong Lutheran College shares the mission of all Lutheran schools and aims to encourage and support students, informed and sustained by the word of God, to develop their God-given talents so that they may shape and enrich their world.





OUR

Values

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*Wisdom* is more than knowing – it is the basis for making good decisions and giving a sense of direction. Wisdom has a scriptural basis. We do not choose from the smorgasbord of beliefs and values and say that they have equal merit, nor do we equate the popular view with the right view. Instead wisdom is developed through knowledge and learning grounded in the Christian faith.

*Honour* is showing wisdom in our relationships. It involves students respecting themselves, each other and the community in which they live. It incorporates aspects of love, service, courage and humility.

*Purpose* is showing wisdom in our life's orientation. Purpose embraces each student's unique talents and abilities and it gives them assurance, hope, courage and direction as they go about their daily lives.







## COLLEGE *Crest*

The College Crest is based on Luther's rose. There is a black cross in the naturally red heart; for from the heart we believe in Jesus, who was crucified for our salvation. The painful reality of the cross should promote a living faith within the heart. The heart stands in a white rose to show a faith that is giving joy, comfort and peace. The rose is white, the colour of purity to show that our joy does not come from the darkness of the world. The rose is placed in a sky blue field; for our joy in Jesus is already a beginning of heavenly things, as we understand our salvation. All this is encircled by a golden ring; for our heavenly salvation lasts forever and is more precious than anything else.

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## COLLEGE *Motto*

The College Motto **Christ is All** is taken from Colossians 3:11. The theme is central to life itself. For to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living both on earth and in heaven.



# COUNCIL *Chair*

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At the beginning of 2019, Geelong Lutheran College Armstrong Creek has completed its tenth year of operation. From humble beginnings in 2009 with 57 students, GLC Armstrong Creek has grown into a vibrant educational community that, in 2019, will have around 600 students. What a blessing these ten years have been! At the same time, St John's Lutheran School in Newtown has completed its 57th year of service to the Geelong community. St John's has a long-standing reputation of providing quality education in a caring environment that is a hallmark of Lutheran education ethos and tradition. It is from this foundation the vision for GLC was born, and has now become a reality.

Now, as we enter the second decade of GLC's life, St John's and Armstrong Creek will join even closer together under the single identity of Geelong Lutheran College that reflects their shared history. It is in this context that the College Council, together with the school leaders, have developed a new shared Vision, that describes our aspirations for our students, together with a strategic plan that defines the pillars, or focus areas, that will guide us towards achieving that vision.

On behalf of College Council, I commend this new Strategic Vision to you and invite you to join us on the journey into the next decade, and beyond, as we strive to achieve our vision for our students and the broader Geelong community.

**Andrew Eichler**

# HEAD OF *College*

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This 2019 – 2023 Strategic Vision document has been developed by the College Council in consultation with the College staff and community. It outlines what we aspire to achieve through our five Strategic Priorities and how we will do this. In conjunction with this plan, the College staff will be implementing an action plan through short, medium and long term goals over the five-year time frame. Importantly, the College Council reviewed the vision of the College before our planning commenced and this statement informed the thinking behind our strategy: to be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.

The commencement of the 2019 academic year is a very important milestone for the two Lutheran Schools in Geelong as it marks the commencement of the shared identity for our schools: Geelong Lutheran College – St John’s Newtown, established in 1962 and Geelong Lutheran College – Armstrong Creek, established in 2009.

**Jill Lange-Mohr**





# OUR STRATEGIC *Priorities*

2019 - 2023

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1. *Mission and Ministry*
2. *Academic Excellence*
3. *Organisational Sustainability*
4. *Holistic Education*
5. *Community Engagement*





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# 1. MISSION AND

*Ministry*

*We aspire to:*

- 1.1 provide further opportunities for fostering faith development, worship and community engagement**
  - 1.2 foster a collaborative vision between Geelong Lutheran College and the Lutheran congregations of Greater Geelong**
  - 1.3 equip staff to be fully prepared and supportive of the College's ministry and mission**
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*We will:*

- 1.1.1 Explore options for additional worship opportunities for our community that will help build our Christian faith and our connections
- 1.1.2 Continue to explore opportunities that will facilitate faith development of the members of our community
- 1.2.1 Continue to liaise closely with the Geelong Lutheran Congregations to see opportunities to work more closely together
- 1.3.1 Continue to develop staff understanding of our mission and ministry
- 1.3.2 Review recruitment practices and procedures





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## 2. ACADEMIC

*Excellence*

*We aspire to:*

- 2.1 strive towards academic excellence**
  - 2.2 facilitate innovative teaching and learning that will inspire and engage our students**
  - 2.3 equip staff as lifelong learners to implement innovative teaching and learning**
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*We will:*

- 2.1.1 Aspire to achieve academic excellence and mastery
- 2.1.2 Expect each student to strive to achieve their best, maximising their learning potential
- 2.2.1 Evaluate and refine practices to enhance the teaching and learning
- 2.2.2 Further develop students' soft skills for their future
- 2.2.3 Provide purposeful learning opportunities which support students' unique talents and abilities
- 2.3.1 Strive towards best practice in teaching, supported by professional learning





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### **3. ORGANISATIONAL**

*Sustainability*

*We aspire to:*

- 3.1 provide human resources, facilities and services that support future-focused teaching and learning**
  - 3.2 implement an integrated marketing and communication strategy**
  - 3.3 implement effective practices for managing risk and compliance**
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*We will:*

- 3.1.1 Review current master plans and facilities
- 3.1.2 Secure our future through sound financial management
- 3.1.3 Ensure staff structures and human resources reflect the changing needs of the College
- 3.2.1 Review the current marketing and communication strategy
- 3.2.2 Raise the profiles of both schools through the shared identity of the College
- 3.3.1 Develop, embed and manage a risk compliance process
- 3.3.2 Regularly review the risk register to ensure organisational sustainability



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## 4. HOLISTIC

*Education*



*We aspire to:*

- 4.1 embed a culture of pastoral care and wellbeing for students**
  - 4.2 support staff wellbeing**
  - 4.3 develop student leaderships skills and confidence**
  - 4.4 provide a range of extracurricular opportunities for students**
  - 4.5 support students to understand themselves and their vocation as citizens**
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*We will:*

- 4.1.1 Review current pastoral care and wellbeing provision in the College
- 4.1.2 Provide a caring and safe environment where students belong and feel connected
- 4.1.3 Provide staffing and processes to manage student wellbeing
- 4.2.1 Establish a staff wellbeing framework
- 4.3.1 Provide opportunities for students to develop leadership skills and confidence
- 4.4.1 Identify and implement extracurricular offerings
- 4.4.2 Give students opportunities to shine beyond the academic
- 4.5.1 Conduct an audit of current initiatives being implemented
- 4.5.2 Investigate further opportunities to support students to understand themselves and their vocation as citizens



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## 5. COMMUNITY

*Engagement*



*We aspire to:*

- 5.1 positively engage with the community**
  - 5.2 enhance connections with our College community and alumni**
  - 5.3 develop connections and service learning opportunities for our students**
  - 5.4 develop volunteer opportunities within the College community**
  - 5.5 foster stakeholder engagement**
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*We will:*

- 5.1.1 Explore current community engagement opportunities
- 5.1.2 Encourage local community use of facilities
- 5.2.1 Communicate effectively with the College community
- 5.2.2 Establish an alumni for both campuses
- 5.3.1 Develop local, national and international connections and service learning opportunities
- 5.3.2 Explore community programs that will be mutually beneficial
- 5.4.1 Proactively inform our community stakeholders of volunteering opportunities and areas of need
- 5.5.1 Be proactive in fostering stakeholder engagement







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